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## Contents

Foreword by the Executive Director and Chairperson of the Management Board ...........3
Key activities in 2018 .............................................................................................................5
1 Anticipating change .....................................................................................................5
2 Facts and figures .........................................................................................................9
3 Tools for OSH management ..........................................................................................17
4 Raising awareness ......................................................................................................19
5 Networking knowledge ...............................................................................................32
6 Strategic and operational networking ..........................................................................35
7 Corporate management ...............................................................................................40
8 Administrative support ...............................................................................................42
Annexes ..............................................................................................................................46
Foreword by the Executive Director and Chairperson of the Management Board

In 2018 — the year in which EU-OSHA looked forward to celebrating 25 years of working together for a safe and healthy Europe — the Agency completed several significant pieces of work that underpin its information and awareness-raising activities.

To look beyond today’s emerging workplace safety and health risks and anticipate change over the longer term (5-10 years), EU-OSHA’s foresight projects adopt a ‘scenario-based approach’. The foresight project on new and emerging occupational safety and health (OSH) risks associated with digitalisation and information and communications technology (ICT) was completed in 2018 following a dissemination and promotion workshop held in Brussels in September.

This foresight project will be followed up with a major OSH overview of the impact of the digitalisation of the economy on workplace safety and health, which will inform a future Healthy Workplaces Campaign on digitalisation.

Another major piece of work completed in 2018 was the OSH overview of micro and small enterprises, known as the SESAME project. Micro and small enterprises (MSEs) account for 98 % of businesses in the EU and are the main driver of Europe’s economy.

This study aimed to identify good practices for managing OSH in MSEs to underpin evidence-based policy-making and the development of practical tools to support small businesses. The findings of the study were very well received and stimulated a lot of debate — it has been hailed as a notable success. The final results were presented to the EU-OSHA Governing Board (1) in January and at a high-level conference in Brussels in June.

A new research activity on ‘supporting compliance’ will follow up many of the issues identified in the OSH overview, some of which are relate to how MSEs operate.

The 2018-19 campaign — Healthy Workplaces Manage Dangerous Substances — was officially launched at a press conference attended by Marianne Thyssen, European Commissioner for Employment, Social Affairs, Skills and Labour Mobility, on 24 April in Brussels.

The aim of the campaign is to reduce exposure to dangerous substances in the workplace by raising awareness of this widespread OSH risk and providing practical tools, advice and examples of real-life good practice. As EU-OSHA is committed to supporting the Roadmap on Carcinogens, identifying and managing workplace carcinogens is a special focus of this campaign.

An important asset for this campaign is the e-tool for managing dangerous substances, specifically created with MSEs in mind.

In recognition of the number of resources required to prepare and run the Healthy Workplaces Campaigns and the need to expand other activities, the campaigns are set to move to a 3-year cycle. The initial preparations for EU-OSHA’s first campaign under the new cycle, which is on preventing work-related musculoskeletal disorders and will run from 2020 to 2022, are already under way. The early start is essential because it is such a big topic and there are a lot of materials to prepare.

EU-OSHA looks forward to 2019 with great anticipation. This is an important anniversary year in which the Agency is celebrating 25 years of working together to build and mobilise an extensive network of partners across Europe. As a networking organisation, EU-OSHA relies on partnership working to help spread its messages to Europe’s workplaces.

The preparations for the anniversary celebrations are well advanced, and we look forward to welcoming our partners and other stakeholders to Bilbao for a memorable day on 5 June. The European Commission’s Advisory Committee on Safety and Health at Work will meet in Bilbao for the first time in order to also attend this event.

An anniversary year is a time for reflection and anticipation. In 2019, EU-OSHA will not only be looking back and reflecting on the challenges and achievements of the last 25 years but also looking forward with fresh impetus to the new challenges that the rapidly changing world of work will bring.

Also in 2019, EU-OSHA’s new founding regulation will come into force. The new regulation not only recognises EU-OSHA’s key role in making Europe a safer and healthier place to work, but also takes account of the rapidly changing world of work and is a clear endorsement of EU-OSHA’s continuing relevance in the future. It is aligned with the regulations of other EU agencies under the Directorate-General for Employment, Social Affairs and Inclusion.

On behalf of EU-OSHA, we wish to thank the European Commission, and especially Commissioner Marianne Thyssen, for their ongoing support for and recognition of our work. We are grateful to our staff for their hard work and dedication. We thank our national focal points and stakeholders, our official campaign partners and media partners, the Enterprise Europe Network and the social partners for their continuing support and enthusiasm. This network of partners is the key to EU-OSHA’s success, and we value our long-standing collaboration.

Christa Sedlatschek, Executive Director

Christa Schweng, Chairperson of the Management Board
Key activities in 2018

1 Anticipating change

This activity aims to provide policy-makers and researchers with the information they need to anticipate trends in the rapidly changing world of work and to understand the new and emerging risks that such change may mean for occupational safety and health (OSH). Of particular interest is the impact of the digitalisation of the economy on OSH (2).

1.1 Foresight on new and emerging OSH risks associated with digitalisation by 2025

This 2-year foresight study was finalised in 2018 and the dissemination of the findings is under way.

The project involved developing a set of scenarios for the year 2025 to explore the potential impacts of digitalisation on OSH. The technological developments considered included advanced robotics and artificial intelligence as well as growth in the online platform economy. The aim was to inform EU policy-makers, national governments and social partners about the new and emerging OSH challenges and opportunities identified, and to encourage debate on potential policies and measures for preventing or managing such challenges.

The first report (3) from this project was published in 2017 and described 92 important societal, technological, economic, environmental and political (STEEP) trends and drivers of change that could lead to changes in work. The final report (4), summary report (5) and explanatory cartoons (6) were published in November 2018. These outputs describe four possible and plausible scenarios of what workplaces might be like in 2025, and they highlight the future OSH challenges and opportunities identified that are associated with digitalisation, which are illustrated in the cartoons.

A series of workshops to promote the project’s findings and explore the use of the scenarios as a tool to address future OSH challenges associated with digitalisation got under way in 2017, and an online summary of the first workshop was published in April 2018 (7). Two more scenario foresight workshops were held in 2018 and one is planned for 2019. The summaries will be published online later in 2019. Furthermore, national focal points have ordered six more dissemination events to take place in 2019 and 11 focal points have requested translations of the summary report, which will be published in 2019.

The findings of the foresight were presented at international seminars and conferences, such as at those organised by the Nordic Group on the Future of work in Iceland and the Global Occupational Safety and Health Coalition in Sweden, at the 2018 International Commission on Occupational Health Congress in Ireland, at the 9th International Conference on Safety of

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Industrial Automated Systems (SIAS) in France and at an informal meeting of employment and social policy ministers hosted by the Austrian Presidency in Vienna. Dr Sedlatschek presented a paper, 'Impact of robotics on occupational safety and health (OSH)', at the Austrian Presidency meeting.

The findings of this foresight study prompted much debate among policy-makers. As an important follow-up, EU-OSHA will start a new OSH overview of digitalisation and OSH, which will run from 2020 to 2022, and the Healthy Workplaces Campaign due to start in 2023 will focus on the same topic.

EU-OSHA's collaboration with the Futures Group of the EU Agencies Network on Scientific Advice and the Nordic Group on the Future of Work continued. As part of the Global Occupational Safety and Health Coalition created in 2018, the Agency agreed to lead — jointly with the Ministry of Social Affairs and Health of Finland — the Task Group on Occupational Safety and Health and the Future of Work.

1.2 Regulating the OSH impact of the online platform economy

The foresight study identified work intermediated by online platforms as an area of rapidly growing importance and posing major challenges for workers' protection. In response to considerable interest from stakeholders, at the end of 2017 EU-OSHA published a report and summary (8) giving an overview of EU regulatory and policy developments related to the online platform economy and its expected impact on OSH. The summary was translated and published in 18 language versions in 2018 as part of the portfolio translation offer for focal points.

In May, EU-OSHA held a high-level seminar, ‘Protecting workers in the online platform economy’, in Brussels. This brought together over 60 EU- and national-level policy-makers, including social partners. The aim of the seminar was to present and discuss the findings of EU-OSHA’s overview of the topic, to review some of the more important initiatives in this area and to discuss the potential OSH risks arising from online platform work and the challenges that the online economy presents for current regulatory approaches to OSH. The summary of the seminar was published online in September (9).

1.3 Expert discussion papers on the future of work

EU-OSHA publishes expert discussion papers to provoke debate on the future of work and on emerging issues in workplace safety and health among OSH experts and policy-makers. The conclusions often suggest areas for further research or action.

In 2018, four more papers were commissioned: (1) ‘Management by artificial intelligence’; (2) ‘The use of Big Data for inspection efficiency'; (3) ‘Social innovation in the context of digitalisation’; and (4) ‘The use of exoskeleton and OSH’. These will be discussed at a seminar for the focal points in 2019 and published later in the year.

Two papers commissioned in 2017 — ‘The future of the (e)-retail sector’ (10) and ‘Managing performance-enhancing drugs in the workplace: an OSH perspective’ (11) — were discussed at a seminar in February 2018 (12) and published later in the year. They will be available in a number of languages online in 2019 as a result of requests for translation by some focal points. In response to the considerable interest in the paper on performance-enhancing drugs, EU-OSHA started working with the European Monitoring Centre for Drugs and Drug Addiction on a joint session on this topic to be presented at the Lisbon Addictions conference in October 2019.

1.4 Ex post evaluation

The evaluation of the foresight project was commissioned at the end of 2018 and will run until June 2019 to inform the preparation for the next foresight activity.

2 Facts and figures

2.1 European Survey of Enterprises on New and Emerging Risks

EU-OSHA’s flagship European Survey of Enterprises on New and Emerging Risks (ESENER) investigates how OSH risks are managed in practice in workplaces across Europe.

In 2018, EU-OSHA published several reports on the secondary analysis of ESENER-2, and launched ESENER-3.

**ESENER-2 secondary analysis**

Two reports arising from the secondary analysis were published and promoted in 2018: Management of occupational health and safety in European workplaces — evidence from the Second European Survey on New and Emerging Risks (ESENER-2) (13) in February and Management of psychosocial risks in European workplaces — evidence from the Second European Survey on New and Emerging Risks (ESENER-2) (14) in June.

Two methodological reports were also published and promoted: Ex-post evaluation of the Second European Survey of Enterprises on New and Emerging Risks (15) in March (see further details below) and Technical assessment of the expansion of the Second European Survey of Enterprises on New and Emerging Risks (ESENER-2) (16) in April.

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Preparations for ESENER-3 started in 2018 and all milestones were achieved on time.

The questionnaire was revised to improve the overall quality of the results while remaining comparable with ESENER-2. The revised questionnaire was pre-tested through 36 cognitive face-to-face interviews in Germany, the Netherlands and Latvia. Following this ‘cognitive testing’ and the resulting amendments, a draft version of the questionnaire was ready by early October. This was translated by the end of the year and the national versions were reviewed by the focal points. The next big milestone was the pilot test in January 2019 across all 33 countries to be surveyed in ESENER-3. The fieldwork for the survey began in April 2019.

**ESENER-2 ex post evaluation**

The main results of the *ex post* evaluation of ESENER-2 were presented at the Governing Board meeting in January, and the revised communication strategy and promotion plan for ESENER were presented at a meeting of the Tools and Awareness Raising Advisory Group in May.

The findings of the *ex post* evaluation were used to develop the technical specifications for ESENER-3.

**Events**

The ESENER-2 findings were presented at the ADEREST (Association pour le Développement des Études et Recherches Epidémiologique en Santé Travail) conference in Angers in March, and the findings on agriculture were presented at the International Commission on Occupational Health Congress in Dublin in May. Two more ESENER papers were presented in 2018: one at the International Ergonomics Association Conference (Florence, August) and the other at the Fifth International Workshop on Business Data Collection Methodology (Lisbon, September).

Furthermore, EU-OSHA presented the national findings for Croatia in Split in June and for Portugal in Lisbon in November at events organised by the respective national focal points. ESENER-2 findings were also presented in November at an event in Rome, a data forum on national working conditions surveys, organised by Centralny Instytut Ochrony Pracy (CIOP, Poland) and Istituto nazionale per l’assicurazione contro gli infortuni sul lavoro (INAIL, Italy). Finally, an abstract for a joint presentation with Eurofound on business surveys was accepted by the European Survey Research Association for its July 2019 conference in Zagreb.

**2.2 OSH overview: micro and small enterprises**

This project aimed to support evidence-based policy recommendations and the development of practical tools by identifying good practices for managing OSH in micro and small enterprises (MSEs) — the backbone of Europe’s economy and one of EU-OSHA’s key target audiences.
The year 2018 was a particularly busy one: the final report — *Safety and health in micro and small enterprises in the EU: final report from the 3-year SESAME project* (17) — and executive summary of the major OSH overview of MSEs (the ‘SESAME project’) were completed and published in June. Another report from the same study was also published in June — *Safety and health in micro and small enterprises: the view from the workplace* (18). It presents the results of case studies looking at attitudes to and experiences of OSH in over 160 MSEs in a range of sectors in nine Member States (Belgium, Denmark, Estonia, France, Germany, Italy, Romania, Sweden and the United Kingdom). These large reports are complemented by 18 country reports, which were published in December: one report looking at ‘policy to practice’ and one reporting ‘the view from the workplace’ for each participating Member State.

The findings of the project were presented to the Governing Board and Commissioner Marianne Thyssen on 25 January. The project conference was held on 19 June in Brussels and brought together policy-makers and other stakeholders to discuss the main findings and their impact. Commissioner Thyssen delivered the opening speech and stressed that workers in small companies have the same right to a safe and healthy working environment as their colleagues in larger companies. A summary of the conference has been published

and is available on the website. All the reports arising from the project are now available in a section on the website dedicated to MSEs (19).

This project has been a notable success, and the results have attracted a lot of interest from policy-makers, OSH experts and other stakeholders. Preparatory work is under way for a new research activity that will address many of the issues identified in the OSH overview. Although the overview is now complete, it will continue to be promoted in 2019 through another EU event and through national workshops promoting the country reports. This will help to maintain the project’s momentum and spread its messages to the target audience. Translation of the executive summaries and organising national workshops are being offered as part of the 2019 portfolio offer to focal points.

2.3 OSH overview: work-related diseases and disabilities

More than 100,000 deaths could be prevented in Europe each year through OSH policies, practices and strategies that effectively tackle work-related diseases. EU-OSHA’s research is vital to informing these and to encouraging a culture of prevention and rehabilitation in EU workplaces. To promote EU-OSHA’s work on work-related diseases, a new website section was created in 2018 to raise awareness of the topic and provide access to relevant publications and the findings of related projects.

**Alert and sentinel systems**

Alert and sentinel systems help to detect emerging work-related diseases. EU-OSHA’s major methodology project ‘Alert and sentinel approaches for the identification of work-related diseases in the EU’ aims to improve our understanding of what makes such approaches effective and how they can be used to support policy-making and contribute to preventing new work-related diseases.

The findings of this project were discussed at a seminar in Leuven, Belgium, on 31 January 2018, which brought together more than 30 leading experts and policy-makers from across Europe. The online seminar summary was published in May (20). The final report (21) of the project, a summary report (22), five articles (23) and two PowerPoint presentations (one for non-expert (24) and another for expert (25) audiences) were published and promoted in December.

The final report presents an in-depth analysis of 12 alert and sentinel approaches, which were identified in the literature review published in 2017. It discusses the drivers for and obstacles to adopting such systems and makes recommendations for improving alert and sentinel surveillance in the EU. The report concluded that better communication about the

value of alert and sentinel systems is vital, as is political support and financial resources. International data sharing would also help to improve the systems and promote their use.

The summary report was offered to focal points under the portfolio translation offer.

**Rehabilitation and return to work after cancer**

In 2018, work was completed on the ‘Rehabilitation and return to work after cancer’ project, which was launched at the end of 2015. The main aim of this project was to address the difficulties that cancer survivors face when returning to work after completing cancer treatment and the OSH challenges that their employers can encounter. The research identified seven national examples of successful instruments and practices that can help employers implement effective return-to-work interventions.

Specialists attended a workshop held in Brussels in October 2017 to discuss the project’s findings, and a summary of the workshop’s outcomes was promoted to mark World Cancer Day on 4 February 2018. The project’s final report and summary, along with a leaflet providing guidance for employers, were published in May 2018 to coincide with the European Week Against Cancer. Different language versions of the report’s summary and the leaflet were published on EU-OSHA’s website towards the end of the year.

**Exposure to cancer risk factors at work**

With cancer accounting for an estimated 53% of all work-related deaths in the EU and other developed countries, reliable data on workplace exposures to carcinogens are essential for both the safety and health of workers and a productive and sustainable economy. A feasibility study on a survey to assess workers’ exposures to carcinogens, based on a successful Australian survey, was completed in 2017. The results were presented to EU-OSHA’s Governing Board in January 2018 and, in April, an expert meeting was held in Bilbao to discuss the study’s findings and recommendations. After lengthy and animated discussions, the Board finally approved to go ahead with the survey at the 2019 January meeting; further meetings will be held in 2019 to discuss its implementation.

**Biological agents**

EU-OSHA continued its work on biological agents, intended to raise awareness and understanding of workers’ exposure to these substances and the related health problems. Exposure to biological agents is often unintentional — that is, the risks are not appreciated — which can mean that prevention is not considered. In 2018, the Agency finalised work on a major literature review on the subject, which also examined data from national monitoring systems on work-related diseases. A final report bringing together the findings from the literature review, interviews with experts and focus groups with workplace participants will be published in 2019. It will be accompanied by five articles on various sectors or types of job in which biological agents cause a particular threat, namely healthcare, waste and wastewater management, animal-related occupations, arable farming and occupations involving travel. Other materials arising from the project will include PowerPoint presentations, the proceedings of a seminar on biological agents and a summary report available for translation at the request of focal points.

The final report, due to be published in 2019, will make recommendations on addressing knowledge gaps, enhancing prevention and improving monitoring of diseases linked to exposure to biological agents at work. Like the project as a whole, the report is intended to
feed into current discussions on the revision of the EU Directive on the protection of workers from risks related to exposure to biological agents at work.

**Fumigation risks to port workers**

In April, EU-OSHA published a new report on the risks posed to workers when opening fumigated shipping containers. The research for the report, entitled *Health risks and prevention practices during handling of fumigated containers in ports* ((26)), was carried out following a request from the Sectoral Social Dialogue Committee, which was itself responding to concerns raised at workplace level. The report found that the problem was underestimated and made a number of specific recommendations on preventive actions and strategies. It was accompanied by a PowerPoint presentation giving an overview of the findings and recommendations, and supported by an OSHwiki article. The report was well received, attracting positive comments from social partners. In November, the Agency published a discussion paper to follow up on the previous publications offering national focal points the opportunity to receive translated versions.

### 2.4 OSH overview: costs and benefits of OSH

Offering governments, policy-makers and employers an insight into the value of effective OSH and conversely the financial impacts of poor OSH is essential to EU-OSHA’s pursuit of a sustainable and productive economy that fosters a culture of risk prevention. Increasing the motivation of all enterprises to advocate OSH, and thus prevent work-related accidents and ill health, requires research data on the economic costs of inadequate OSH and the benefits of good OSH practice. EU-OSHA’s recent study on estimating the costs to society of work-related injuries, illnesses and deaths adopted both a top-down approach and a bottom-up approach. The former uses available data, such as accident data from Eurostat and disability-adjusted life year data from the World Health Organization (WHO), to calculate the impact of work-related costs, whereas the latter is a more sophisticated approach to cost estimation that uses national data from five EU Member States: Finland, Germany, Italy, the Netherlands and Poland.

The bottom-up analysis, undertaken in 2018, takes into account three different high-level cost categories: direct costs (costs such as healthcare and overheads), indirect costs (productivity losses, insurance costs, etc.) and intangible costs (losses associated with health-related quality of life). The overall cost to society, calculated after the first strand of the cost-estimation stage in 2017, is EUR 476 billion per year, which equates to 3.3% of the EU’s gross domestic product (GDP). This reinforces the solid business case for effective OSH management at both societal and enterprise levels.

The key findings of the cost-estimation project were presented at several international conferences throughout 2018, including the Advisory Committee on Safety and Health at Work workshop in Luxembourg, the International Commission on Occupational Health 2018 Congress in Dublin and the German Economic Society conference in Frankfurt.

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The final report is due to be published in 2019. A stakeholder workshop will be held following the report’s publication, to discuss the results; an expert from each Member State will attend. The findings will also be presented in September at an event in Vienna, organised by WOS.net, and towards the end of the year at the A+A 2019 Congress in Dusseldorf. The ex post evaluation of the project is due to begin in 2020.

In addition, EU-OSHA will continue its collaboration with the International Labour Organization (ILO) and the WHO to generate a cost estimate that will be presented at the 2020 World Congress on Safety and Health at Work in Toronto, Canada. To fulfil this aim, EU-OSHA will host a workshop in Bilbao in April 2019 with ILO/WHO representatives.

2.5 OSH overview: work-related musculoskeletal disorders

Musculoskeletal disorders (MSDs) are the most common work-related health issue in the EU. They may be partly caused, aggravated or accelerated by adverse working conditions. MSDs may impair people’s capacity to work and are the primary cause of health-related absence from work. The challenges related to work-related MSDs have been widely recognised at European level, and are addressed by a number of EU directives, strategies and policies. At the request of the European Commission, EU-OSHA published a guide for small businesses at the end of 2018 — *Healthy workers, thriving companies — a practical guide to wellbeing at work* (27) — which focuses on preventing and managing work-related MSDs and psychosocial risks.

EU-OSHA started work on a new OSH overview to be carried out over 3 years (2018-20) in collaboration with national focal points and other EU-OSHA stakeholders, including expert networks. The aim is to investigate in detail the issues associated with work-related MSDs and related policies, to improve our understanding of this topic and identify effective ways of preventing work-related MSDs. The project will also develop workplace measures to help prevent MSDs and manage chronic MSDs, including supporting workers’ return to work and rehabilitation.

The OSH overview on MSDs will inform EU-OSHA’s 2020-22 Healthy Workplaces Campaign. In 2018, three research projects were started as part of this OSH overview:

- One aims to understand why work-related MSDs remain a major concern despite decades of investment in preventing them at all levels and to identify new approaches to tackling the issue.

- The second is devoted to providing a quantitative picture of the prevalence, demographics and costs of MSDs from relevant authoritative sources to support policy-makers at EU and national levels.

- The third focuses on workers with chronic MSDs and aims to identify practical solutions and adjustments that enable workers to continue in their jobs and ensure that work does not make their condition worse.

Resources have been produced for training/discussion opportunities in the workplace related to MSDs, some of them using existing Napo films as inspiration, and will be published in 2019. And work is currently under way to produce a toolbox of practical resources related to MSD prevention for workplaces, to gather evidence on the relationship between patterns of discrimination and the occupational segregation of specific groups of workers and MSDs, and finally to analyse the link between static postures and MSDs and identify existing solutions.

EU-OSHA’s MSD-related activities were presented at the Work-related Musculoskeletal Disorder Summit 2018, organised by the United Kingdom’s Health and Safety Executive in March, and at the 20th Congress of the International Ergonomics Association, held in Florence in August.
3 Tools for OSH management

Through the Online interactive Risk Assessment (OiRA) project, EU-OSHA helps stakeholders and intermediaries to assist European enterprises, particularly micro and small enterprises (MSEs), in assessing and managing safety and health risks in the workplace. The OiRA platform enables our partners to develop risk assessment tools in any EU language; these tools can be tailored to specific sectors and different national contexts. Furthermore, they are user-friendly and can be accessed for free through the OiRA website.

OiRA's success in reaching MSEs depends on the dedication and cooperation of EU- and national-level partners. The OiRA community currently comprises 16 national partners and 16 EU sectoral partners. In 2018, EU social partners in the education and food service sectors started work on developing OiRA tools.

OiRA partners were very active throughout the year:

- More than 20 new OiRA tools were published in 2018, bringing the total to 160.
- The number of user accounts created in OiRA increased by 28 % compared with 2017, to more than 59,000.
- The number of risk assessments carried out using OiRA increased by 26 % compared with 2017, to more than 85,000.
- Many OiRA seminars and other events took place across Europe, of which 22 were financed through the Focal Point Assistance Tool (FAST).
EU-OSHA continued to support OiRA partners to develop more tools at national level. In addition, many OiRA partners have also invested national funds in developing tools.

EU-OSHA promotes OiRA through its corporate website, the OiRA website, OSHmail and its social media channels. In addition, in 2018 the Agency started supporting national promotional pilot projects at EU and national levels. The first projects focused on promoting OiRA tools for the catering and hotels sector and the retail sector in Latvia. In addition, a collaboration with EU social partners in the hairdressing sector resulted in a promotional pilot for the Belgian hairdressers tools. The latter project involved the production of audio-visual material for the EU hairdressers’ tool. These promotional pilot projects will be extended to two more national partners.

In 2018, the OiRA community and the Interactive Risk Assessment Tool (IRAT) network — made up of partners from countries that have developed or are developing their own IRATs — continued their close collaboration supported by the yearly community meeting, held in June in Brussels. To support the OiRA community and the IRAT network in promoting their work and the results they have achieved, EU-OSHA published two case studies. One focused on the Irish BeSMART tool and the other on the approach taken in France to promoting OiRA tools for the catering and transport sectors. The Agency also promoted the use of OiRA for risk assessment through several new networking initiatives, working with the Enterprise Europe Network and stakeholders in the vocational education and training sector.

Turning to the technology that drives the platform, the OiRA software was updated in 2018, leading to improvements in layout and functionality, as well as some new features. Furthermore, in Germany Daimler implemented a risk assessment tool based on the OiRA code. The company adapted the code (which is open source) for its own purposes, and the OiRA community will benefit from these innovations, since these developments can be used for the improvement of the OiRA code.
4  Raising awareness

4.1  Healthy Workplaces for All Ages campaign 2016-17

An evaluation of the 2016-17 Healthy Workplaces for All Ages campaign took place in 2018 following the completion of campaign activities the previous year (28). As part of the evaluation process, interviews with various campaign partners were carried out and a range of surveys and output reports were reviewed.

The results of the evaluation were very positive and numerous key strengths were identified. First, it was noted that EU-OSHA is very good at understanding the needs of stakeholders, responding to feedback and adapting its activities accordingly. Second, it generates high-quality outputs that are developed with target audiences in mind. The relevance of the topic of the campaign and its tools were reported as being particularly high for those organisations and countries with a less developed OSH culture and, consequently, fewer resources. Finally, the way in which the Agency works with focal points was commended. The package of communication, networking and stakeholder engagement activities created to support intermediaries in raising awareness was highlighted as effective and highly appreciated.

The 2016-17 Healthy Workplaces Good Practice Awards are highlighted as an example of how EU-OSHA effectively disseminates OSH materials and provides a platform for companies, policy-makers and other stakeholders to share best practices. The effectiveness of this activity in terms of awareness raising is clear: participants went on to use EU-OSHA’s

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28 See also section 6.1
materials to produce their own materials or host their own events, and to share these materials with organisations in their own networks, as well as with the press.

Recommendations were put forward for continuous improvement, such as providing further support to intermediaries, persevering with efforts to effectively reach small and medium-sized enterprises (SMEs) and improving the effectiveness of EU-OSHA’s social media activity to better reach target audiences. EU-OSHA is currently following up on these recommendations with the aim of implementing the suggestions in subsequent campaigns.

4.2 Healthy Workplaces Campaign 2018-19: Healthy Workplaces Manage Dangerous Substances

The use of dangerous substances in workplaces is increasing and reported exposure levels remain at the same level as they were nearly 20 years ago. EU-OSHA’s 2018-19 campaign aims to raise awareness of the risks that dangerous substances pose to workers and to promote a culture of risk prevention in Europe’s workplaces by providing practical tools, information on good OSH practice and plain language summaries of existing legislation. As EU-OSHA is committed to supporting the Roadmap on Carcinogens, identifying and managing carcinogens is a special focus of this campaign.

The first year of the campaign was very successful: hundreds of events and activities took place across Europe to support the campaign and spread its messages.
Campaign launch

The campaign kick-off meeting was held in Bilbao in February, bringing together the national focal points, Enterprise Europe Network (EEN) OSH Ambassadors and the national network of EU-OSHA’s main contractor for campaign-related communication and events. Kick-off meetings like this encourage close collaboration between stakeholders to ensure a strong campaign that communicates consistent messages.

The 2018-19 campaign was officially launched on 24 April 2018 at the headquarters of the European Commission in Brussels. There were 56 journalists in attendance, and the launch generated 103 online clippings and 263 social media posts over the following week.

Speaking at the press conference, Commissioner Marianne Thyssen, EU-OSHA’s Director (29), Dr Christa Sedlatschek, and Bulgaria’s Deputy Minister for Labour and Social Policy, Lazar Lazarov, all acknowledged that raising awareness of harmful substances in the workplace and of the consequences of their poor management is one of their key priorities.

Campaign material, publications and online tools

To support the promotion and communication of the 2018-19 campaign’s messages across all EU Member States, EU-OSHA disseminated an abundance of materials, publications and online tools through its multilingual Healthy Workplaces Campaign website. Useful resources such as the campaign guide and leaflet and the Good Practice Award flier, were also available in 25 languages in good time for the launch. The dangerous substances section on EU-OSHA’s corporate website was revised and updated to ensure complementary coverage of the campaign’s activities and publications.

Other materials, many of which are also available in 25 languages, were released once the campaign was under way. These included an animated video to promote a risk prevention culture, an interactive infographic and two info sheets, one summarising EU law on dangerous substances and the other addressing substitution. Two other info sheets on practical tools and nanomaterials were published towards the end of 2018. In addition, 18 case studies tailored to the needs of the campaign stakeholders were made available to demonstrate good practice measures in real-life situations.

A database of over 700 tools, publications and other resources was developed specifically for the campaign and is available on the campaign and corporate websites. It provides easy access to key resources, and its extensive catalogue also includes practical solutions for reducing exposure to harmful substances in everyday work situations.
A new e-tool was launched in May, targeted at small businesses that may lack knowledge of dangerous substances or the resources to manage them. The e-tool received more than 11,000 visits in the 4 months after its launch. Seven country versions are currently in preparation.

The campaign toolkit was revised and updated for the 2018-19 campaign. The toolkit is in the form of a dedicated website that provides guidance on planning and implementing successful OSH campaigns. The revised toolkit offers new examples of good practice in running promotional activities and tips on making the most of communication tools and maximising the reach of campaigns.

Overall, the first year of the campaign saw more than 430,000 campaign publications and 190,000 campaign promotional items distributed to stakeholders.

**Partnership with focal points**

EU-OSHA’s network of focal points, currently ranging across 39 countries, plays an integral role in the campaign’s success. The focal points coordinate the campaign at the national level and organise a wide variety of awareness-raising activities and events.

The Focal Point Assistance Tool (FAST), the special focus of the campaign kick-off meeting in February, is designed to support the focal points to run and promote the campaign. Focal points can order a range of services from EU-OSHA, such as events, press conferences, media training sessions, journalist visits and tripartite visits to focal points. Thirty-one of them are eligible to participate in the scheme and implemented more than 220 activities in 2018, an increase of more than 70 % compared with previous years. A total of 141 campaign events were organised, attracting over 11,000 participants (seminars, networking meetings,
good practice exchange events and tripartite visits), and, in the first year of the campaign, 250,000 campaign-branded items, 950,000 publications in 25 languages, 71 campaign banners and 25 exhibition kits were distributed. In addition, over 70 PR and media actions including press conferences, press releases, journalists visits, interviews, expert and journalist roundtables and media training sessions were organised.

Overall, focal point feedback on the 2018-19 Healthy Workplaces Campaign has been very positive: they felt that campaign activities were very effective in spreading the campaign’s messages, that the campaign materials and communication channels were very useful and that the collaboration with EU-OSHA and other partners was successful.

**Partnership: official campaign partners and campaign media partners**

EU-OSHA’s network of official campaign partners and media partners is also instrumental to the campaign. The partners allow EU-OSHA to communicate its campaign message to enterprises of all sizes and in all sectors. For this reason, the campaign partnership meeting held in Brussels in March brought together previous and potential campaign partners to discuss the new campaign and what it means to be a campaign partner. In exchange for actively supporting the campaign and inspiring others to successfully manage dangerous substances in their workplaces, campaign partners have their profiles raised through EU-OSHA’s website, OSHmail, the Healthy Workplaces Campaign newsletter and social media channels, and benefit from networking and sharing good practice opportunities.

EU-OSHA had recruited 90 official campaign partners and 35 campaign media partners from 13 European countries by the end of 2018. The official campaign partners include businesses, trade unions and employers’ organisations, and the media partners are an exclusive group of journalists and editors with a special interest in OSH. The Brussels Liaison Office was very involved in both promoting the campaign and recruiting official campaign partners, networking with various European sectoral social dialogue committees (such as from the construction, wood and chemical industries).

During the first year, official campaign partners carried out 101 activities, such as events, training sessions and establishing partnerships, focusing on the campaign and its themes. They also actively promoted the campaign via their online channels (that is, on websites and through social media), with 364 online mentions in total.

Campaign media partners actively promoted the campaign's key messages, events, tools and resources, generating a total of 132 online clippings and 783 social media posts.

**Partnership with Enterprise Europe Network (EEN)**

The EEN, a key player in the EU’s strategy to boost growth and jobs, forms an essential branch of EU-OSHA’s network of partners. EEN OSH Ambassadors from all Member States are currently actively involved in promoting the 2018-19 Healthy Workplaces Campaign. Their close collaboration with national focal points resulted in 34 EEN activities being implemented within the framework of FAST 2018. Many of the ambassadors organised activities throughout the year to promote OSH at a national level, and several activities were tailored to the central topic of the campaign. Such activities included workshops, seminars on Online interactive Risk Assessment (OiRA), meetings and even a monthly e-newsletter.
Good practice exchange initiative

The official campaign partners continued their engagement with EU-OSHA's good practice exchange initiative throughout 2018, organising events to discuss ideas, share experiences and knowledge, and explore opportunities for cooperation.

The automotive supplier Delphi held a 2-day event at its premises in Lisbon in September, attended by 25 campaign partners from different sectors. There were several presentations on managing dangerous substances, including one on how to communicate with workers about chemicals and another on skin protection.

At the same time, an official campaign partner steering group meeting took place during the Delphi event to plan the programme for one of the flagship events of the campaign, the good practice exchange event and award ceremony, to be held in Brussels in March 2019. Four working groups were established to organise workshops on the following topics: (1) effective communication on OSH; (2) carcinogens — multi-disciplinary collaboration; (3) the environment and OSH; and (4) the rethinking and refinement of risk assessment. These working groups have drawn up the agenda for the event. As it will be the 10th anniversary of EU-OSHA's campaign partnership scheme, there will be a ceremony to mark the occasion.

Looking ahead, 2019 is set to be another fruitful year for the good practice exchange initiative. In addition to the good practice exchange event, an official campaign partner steering group meeting will take place during EU-OSHA's 25th anniversary celebrations in Bilbao in June.

Healthy Workplaces Good Practice Awards

The Healthy Workplaces Good Practice Awards competition, another Healthy Workplaces Campaign flagship activity, was launched in April 2018, alongside the campaign’s official launch. The 2018-19 awards will recognise and celebrate sustainable and innovative approaches to managing dangerous substances that focus on collective measures — rather than solutions geared towards individuals — that can be implemented across a range of workplaces. They also serve as another medium through which experiences of good OSH practice can be shared. The deadline for entries was 15 February 2019 and the Good Practice Awards ceremony will be held during the Healthy Workplaces Summit in November.

European Week for Safety and Health at Work

A significant milestone in EU-OSHA's calendar, the European Week for Safety and Health at Work, ran from 22 to 26 October. For the first time, EU-OSHA released a video clip on social media to encourage participation, and it also set up a dedicated Facebook page. This created a real media buzz throughout the week, generating hundreds of social media posts.

A wealth of events and activities took place across Europe, thanks to the efforts of the national focal points and campaign partners. In Greece and the Netherlands, for example, awareness-raising events were held to advocate risk assessment in and the elimination of harmful substances from the workplace. Seminars focusing on the specific risks to firefighters and construction workers took place in Sweden and Ireland, respectively. Events were also held to encourage exchange of best practice among workforces. For example, experts in Portugal demonstrated good practice for controlling the risks of flammable and explosive substances, and a pharmaceutical plant in Poland shared safe working practices that apply to all workers.
**Roadmap on Carcinogens**

Cancer has become the leading cause of work-related death in the EU, with many workplaces ineffectively identifying and managing the risks associated with occupational cancer. EU-OSHA has joined forces with five other European organisations to participate in the Roadmap on Carcinogens, conceived under the Netherlands Presidency of the Council of the EU in 2016. This voluntary action scheme seeks to raise awareness of the severe consequences that arise from exposure to carcinogens in the workplace, while facilitating the exchange of solutions across Europe. In particular, it aims to reach smaller companies with limited knowledge of good OSH practices.

On 3 May 2018, at the 32nd International Congress on Occupational Health in Dublin, EU-OSHA, along with the Netherlands Ministry of Social Affairs and Employment, ran a session entitled ‘Roadmap on Carcinogens: EU and national initiatives’. The session revolved around the Roadmap’s activities and related actions within the 2018-19 Healthy Workplaces Manage Dangerous Substances campaign, which has made carcinogens in the workplace a special focus. EU-OSHA also presented the details of the campaign’s awareness-raising activities at a high-level conference hosted by the Austrian EU Presidency in Vienna in September, and chaired a special workshop highlighting the important role that the Roadmap plays in fighting and preventing work-related cancer in EU workplaces.

Also at this conference in Vienna, the Finnish Presidency pledged its commitment to continuing the Roadmap and hosting a conference in Helsinki in November 2019. EU-OSHA will chair a workshop at the Helsinki conference and provide input to the programme, and EU-OSHA’s Director, Dr Christa Sedlatschek, will present the Agency’s work in relation to the Roadmap as the 2018-19 Healthy Workplaces Campaign draws to a close.

EU-OSHA also gave a presentation at the European Trade Union Institute conference on women, work and cancer in December, which included the findings of some of EU-OSHA’s work on gender, carcinogens and cancer, and the rehabilitation of workers after cancer.
Healthy Workplaces Campaign newsroom and promotion

The first year of the campaign saw high levels of interest generated by promoting the campaign products and activities across EU-OSHA’s social media outlets Twitter, Facebook and LinkedIn. More than 600 online clippings and over 1,600 social media posts with the #EUhealthyworkplaces hashtag were recorded. Certain campaign topics and milestones in 2018 were further promoted by publishing 15 news articles, 150 event items and a series of web teasers on the campaign website. In addition, 26 multilingual highlights and four multilingual press releases and 20 news items in English were published on both EU-OSHA’s corporate website and the campaign website, thus maintaining interest throughout the year. To acknowledge the active involvement of the Agency’s network of partners and focal points in the campaign in 2018, a specially created video clip was posted on social media.

4.3 Awareness-raising actions and communications

Healthy Workplaces Film Award

In 2018, EU-OSHA continued its collaboration with the International Leipzig Festival for Documentary and Animated Film that — under the category Healthy Workplaces Film Award — honours directors who shed light on the risks that workers face in an ever-changing world of work. The winner of the 2018 Healthy Workplaces Film Award was Marina by Julia Roesler, a short and moving documentary on homecare workers. A special mention was also given to Open to the Public by Silvia Belloti.

The 2017 winning films, Before the Bridge and Turtle Shells, were subtitled and distributed — under the portfolio offer — to national focal points through an online platform in time for their 2018 FAST screening sessions and subsequent debates.

Napo — safety with a smile

As the hero of a series of language-free films adopting a light-hearted approach to various OSH issues, Napo is once again the face of EU-OSHA’s Healthy Workplaces Campaign. A new film starring the much-loved character, Napo in ... dust at work, was released online in April to coincide with the launch of the 2018-19 campaign. This film presents several work situations that expose workers to different types of dust and highlights the importance of managing risk appropriately to prevent injury and ill health. Multilingual DVDs of the film were produced and distributed to national focal points during the summer.

After undergoing some changes in 2018, the Napo Consortium now comprises eight members. Although the United Kingdom’s Health and Safety Executive relinquished its membership, TNO from the Netherlands and CIOP from Poland opted to join and have contributed to the development of the next Napo film on working at height. The script and first scenes have been agreed and the film is expected to be released in 2019.
Following web intelligence analysis of the Napo website, EU-OSHA has agreed to slightly revise the home page and the ‘Napo for teachers’ section to increase visibility and facilitate access. A new section, ‘Napo in the workplace’, will also host training resources for a better understanding of musculoskeletal disorders, based on existing Napo films and scenes. This revamp exercise is ongoing and will be finished by mid-2019.

Events

During 2018, EU-OSHA representatives participated in over 100 events across Europe. An enhanced web calendar was put in place to ensure that the events were uploaded to and promoted on EU-OSHA’s website.

On 9 May, EU-OSHA collaborated with Europe Direct Bizkaia to celebrate Europe Day. To mark the occasion, they organised a ‘train’ journey around the streets of Bilbao to bring Europe closer to its citizens. Information, flyers and promotional items were distributed during the tour to raise awareness of the EU, EU-OSHA and Europe Direct Bizkaia. There was also a special guest appearance from Napo, who interacted with passengers during the journey.

In September, the Austrian Presidency of the EU hosted a conference in Vienna on the fight against occupational cancer. A variety of speakers and participants attended the event, including politicians, social partners and experts, to discuss practical solutions to preventing exposure to carcinogens in EU workplaces. EU-OSHA presented the 2018-19 Healthy Workplaces Manage Dangerous Substances campaign during the conference and led a session on good OSH practice and policy. It also promoted the EU Roadmap on Carcinogens initiative, which is integral to the EU’s prevention of occupational cancer.
Preparations for the Agency’s 25th anniversary ceremony to be held on 5 June 2019 in Bilbao are well under way, and high-level EU and Member State representatives have been approached to support the event. It will be the first time that the EU-OSHA Management Board (formerly the Governing Board) and the European Commission’s Advisory Committee on Safety and Health at Work will be in Bilbao in the same week.

**Press office**

EU-OSHA’s press office was busy in 2018, publishing 16 multilingual news releases and distributing each of them to over 2,900 media contacts. Twenty-four information requests from media outlets were also answered and 26 articles were written based on editorial requests from magazines. One article, signed by EU-OSHA’s Director, Christa Sedlatschek, focusing on work-related cancer was published in *Parliament Magazine* on 26 September. The article marks EU-OSHA’s support for the Roadmap on Carcinogens and highlights the risks associated with exposure to carcinogens.

By the end of 2018, 22 media outlets had asked to be added to EU-OSHA’s distribution list, some 1,500 online clippings had been recorded and over 6,300 social media posts had been created. The European Week for Safety and Health at Work, in particular, generated a very high level of media coverage, with over 120 online clippings and hundreds of social media posts being produced as a result.

**Website and social media**

On the corporate website, over 60 multilingual highlights and over 110 news items were published in English by the end of December, covering all of EU-OSHA’s activities and related topics. In parallel, more than 300 social media posts were produced and published on Twitter, LinkedIn and Facebook, with additional re-tweets, likes and co-promotion on social media by other stakeholders, partners and institutions. EU-OSHA cooperated with the Directorate-General for Employment, Social Affairs and Inclusion, as well as with some other EU agencies, such as Eurofound and the European Chemicals Agency (ECHA), on the cross-promotion of key projects and actions — for example the Healthy Workplaces Film Award, official campaign partnership and the European Week for Safety and Health at Work.

Eleven editions of OSHmail were issued in 2018, which can be also accessed directly on EU-OSHA’s website.

The Agency launched a new page on data protection in December, and the corporate website’s privacy statement was subsequently updated in line with the new data protection regulation. Some existing privacy statements are also being modified.

During the course of 2018, EU-OSHA’s suite of websites — corporate, campaign, OiRA project and tools, Napo and OSHwiki — received over 2.4 million visits. Significant work went into creating and updating various aspects of these websites to deliver timely content to as
many stakeholders as possible. A new multilingual web section on work-related diseases was launched, and new web sections were produced to introduce EU-OSHA’s data visualisation tools and e-guides. In addition, the dangerous substances web section was updated and revamped. The sections dedicated to safety and health in micro and small enterprises (MSEs), ICT and digitalisation, and alert and sentinel systems were also updated, along with the section for non-Member States on the national focal points page. A new multilingual section of the existing musculoskeletal disorders (MSDs) web section, describing EU-OSHA’s current MSD-related research activities, was also launched. To promote EU-OSHA’s 25th anniversary in 2019, a web page dedicated to the anniversary celebrations and related promotional materials was launched in January 2019, the corporate website is being rebranded and various web texts have been prepared.

EU-OSHA is also revising the home page and publications section of its corporate website, following the results of web intelligence analysis. This project is in its advanced stages and will be finished in mid-2019.

**Publishing activities**

Thirty-seven information reports and summaries, four info sheets, 18 case studies, eight discussion papers, four corporate reports and a variety of campaign materials and promotional leaflets and audio-visual materials were published in 2018. In addition, a database and e-tool and a revamped campaign toolkit were launched for the Healthy Workplaces Manage Dangerous Substances campaign. The full list can be found in Annex 8.

A catalogue of publication types tailored to policy-makers and OSH practitioners and intermediaries was launched to further streamline the production and delivery of EU-OSHA’s outputs. A process was established, along with an editorial committee, to guide the conception of new products/deliverables that are not yet included in the catalogue.

Overall in 2018, more than 430,000 campaign publications and 190,000 campaign promotional items were distributed to stakeholders. A distribution survey launched to improve EU-OSHA’s understanding of its focal points’ needs and expectations concluded that the materials it produces are highly valued. It also highlighted the wide range of outlets used by the focal points to disseminate EU-OSHA’s products and the diversity of their audiences.

**FAST (Focal Point Assistance Tool) — awareness raising**

FAST was launched in November 2017 and 23 national focal points participated in the category of ‘Awareness raising’.

By the end of 2018, 101 activities were implemented, including 22 film screenings and debates, 18 activities related to Napo for teachers, 22 OiRA events, five ESENER events and media actions, and 34 actions related to the EEN, reaching more than 4,000 people.

**4.4 Multilingualism**

To fulfil its vision of becoming a recognised leader in promoting OSH across Europe, EU-OSHA implemented its planned forecast for translations in 2018 and provided national focal points with translations of the EU-OSHA products that they had selected within the framework of the translation portfolio offer.
At the beginning of the year, EU-OSHA finished translating most of the core materials and the website for the current dangerous substances campaign into all language versions and some specific publications into selected language versions.

In September 2018, EU-OSHA launched a portfolio offer that included the option to translate publications due to be published in 2019 into various languages. Focal points have been checking the language versions in the early months of 2019 and the Agency will produce them and promote them in the coming months.

To enable the provision of more accurate translations, EU-OSHA is currently working on a major update to the multilingual OSH thesaurus made available for translators to use. In early 2018, project managers identified some publications from which to extract a list of terms and definitions to be translated and added to the thesaurus. The Translation Centre for the Bodies of the European Union has completed work on the list and delivered the final version to EU-OSHA. Focal points are expected to check the versions in their respective languages in 2019.
5 Networking knowledge

5.1 OSHwiki

EU-OSHA’s online platform OSHwiki allows users to create and share knowledge on OSH. Its objective is to provide a reliable and accessible source of information that supports governments, policy-makers, employers’ organisations, workers’ representatives and researchers on all aspects of workplace safety and health. Its interactive and collaborative nature not only allows users to share and translate articles, but also enables accredited authors to edit and write content that captures ongoing developments in the field. This helps to maintain OSHwiki’s reputation as an authoritative data source.

In 2018, in line with the long-term objectives agreed by EU-OSHA’s Bureau (30), an evaluation got under way to assess OSHwiki’s updating needs with a view to establishing a long-term programme for updating all English language versions of OSHwiki articles published on the online platform. The content of each English OSHwiki article is currently being reviewed according to the agreed criteria. At their meeting in November, the Bureau took note of the progress report on the implementation of the OSHwiki strategic objectives.

EU-OSHA’s corporate website, social media channels and monthly newsletter, OSHmail, were actively used to promote OSHwiki throughout 2018 by providing links to numerous articles. New articles on topics ranging from detachment and recovery after work to e-tools were created and published during that time, and existing ones were edited.

5.2 EU OSH Information System

The EU OSH Information System project aims to develop an authoritative user-friendly system providing information on OSH indicators through data visualisation. The European Commission’s Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL) initiated and developed the system in 2016 and 2017. EU-OSHA is now supporting the further design and evolution of this system. EU-OSHA developed the data visualisation tool, refined the indicators and selected appropriate datasets; it also manages the data input, updates and maintenance.

The data for the visualisations are sourced from existing statistical data, such as European surveys and harmonised descriptions of OSH in the Member States, for example on OSH infrastructure, national strategies or social dialogue. The information system is divided in four sections — ‘Generic information’, ‘OSH steering’, ‘OSH outcomes and working conditions’, and ‘OSH infrastructure and monitoring capacity’ — and every section contains between two and six indicators.

Developing these sections and the underlying indicators is a large-scale and long-term project and requires close collaboration with DG EMPL and representatives of the EU Member States and other participating countries, steering a course between simplicity and complexity in the data visualisations.

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In 2018, two indicators on national OSH strategies and work-related accidents were developed and made available in a pilot version.

One of the next major tasks will be to make arrangements with data providers to automatically update the visualisations. It is envisaged that the data visualisations will be accompanied by an analytical report to be published every 3 or 4 years. The online data visualisations will be presented through the ‘OSH Barometer’, and this is expected to go live by the end of 2019.

5.3 National strategies

The findings from EU-OSHA’s project to collect data on the current situation of Member States’ OSH strategies have been compiled in a report (31). Contributions from the European Commission’s National Contact Points on Strategies expert group — established under the EU Strategic Framework — were incorporated into the latest version, which outlines the national OSH strategies of 25 Member States. The integration of the new Romanian strategy will continue into 2019, and other new strategies will be incorporated on an ongoing basis.

The report was presented at the Advisory Committee on Safety and Health at Work’s 4th workshop on national strategies, held in Luxembourg on 15 and 16 October 2018, and published on the legislation section of EU-OSHA’s website in the same month. The content of the report has helped to inform the development of a pilot version of the EU OSH Information System.

As has been the case in previous years, EU-OSHA’s legislation web page was updated in 2018. New OSH legislation and guidance documents have been added and new links to the EUR-Lex website have also been provided.

5.4 E-tools

The topic of the Agency’s annual e-tools seminar in 2018 was OSH in relation to driving and road transport. EU-OSHA hosted the event on 18 and 19 September in Bilbao. It was attended by 30 representatives of a range of organisations from across Europe. The speakers and other participants explored the key OSH issues in the road transport sector, what e-tools can do to address them and how the use of e-tools for road safety can be encouraged. Presenters offered introductions to specific tools, including VeSafe (see section 5.5) and the OiRA road transport risk assessment tool, and there were opportunities for attendees to exchange experiences and network. EU-OSHA published a summary of the seminar and other related materials on its website.

5.5 Research priorities and road transport

The annual research coordination meeting was held on 25 May 2018 in Brussels, following the previous day’s workshop on protecting workers in the online platform economy (see section 1.2). The aims of the meeting were to define priorities for OSH research, support networking within the research community, seek synergies and promote OSH on the political agenda. The half-day event included overviews of the activities of EU-OSHA and of the Partnership for European Research in Occupational Safety and Health, and an update from a representative of the Directorate-General for Research and Innovation on the outlook for OSH research in Europe.

The Agency provided expert support to the European Commission in preparing proposals for amendments to the Carcinogens and Mutagens Directive, including with regard to the inclusion of reprotoxic substances in the directive.

EU-OSHA also collaborated with the Commission on a guide to managing stress and musculoskeletal disorders in small businesses, which was published in December (see section 2.5).

With regard to road safety, the Agency continued its work with the Health and Safety Unit of the DG EMPL on the VeSafe e-guide (32). The guide is a free, user-friendly tool offering guidance on vehicle-related risks at work. This is a priority area, as figures from the European Transport Safety Council indicate that up to 40 % of deaths on Europe’s roads are work related; meanwhile, 29 % of all fatal occupational accidents involve vehicles. It is therefore vital to increase awareness of the many good practices in this area. In 2018, work was carried out to make VeSafe even easier to use. In addition, regular updates were incorporated. In September, EU-OSHA promoted VeSafe at an international congress on road safety in Europe’s armed forces in Brussels. In the same month, the Agency’s annual e-tool seminar was held, with OSH in relation to driving and road safety as its subject (see section 5.4); the seminar incorporated a presentation on VeSafe.

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6 Strategic and operational networking

6.1 Strategic networking

Results of the evaluation

In June 2018, an evaluation of EU-OSHA’s communication, networking and stakeholder engagement activities was carried out. Specifically, the evaluation focused on three activities: the 2016-17 Healthy Workplaces for All Ages campaign, awareness-raising actions and communication, and strategic and operational networking.

Overall, the outcome of the evaluation — based mostly on stakeholder feedback — was very positive: EU-OSHA makes considerable efforts to engage with its partners and intermediaries and respond to their needs, and its communication, networking and stakeholder engagement activities are highly effective and efficient, with clear added value for the EU. The Agency produces high-quality tools and promotional materials and organises relevant events with a unique EU-level perspective. In recent years, the Agency has made a notable effort to communicate its messages at the national level through close collaboration with national social partners and Enterprise Europe Network (EEN) OSH Ambassadors, and by producing many tools and materials in national languages.

To build on EU-OSHA’s good performance and enable it to further improve its support of intermediaries and reach out to an even wider audience, four recommendations were made, including suggestions on how to further support national focal points and reach out to small enterprises, use social media more effectively, and better tailor tools to the needs of intermediaries and final audiences.

The Board and Bureau

The Governing Board’s first meeting of 2018 was held in Bilbao in January. Discussions centred around the draft programming document for 2019-21 and the direction set out in EU-OSHA’s updated Multi-annual Strategic Programme, which has been extended to 2023. The members of the Board also considered and agreed on three new activities to be included over the programming period, namely three new OSH overviews on: (1) the EU OSH Information System, (2) supporting compliance in micro and small enterprises (MSEs), and (3) OSH and digitalisation. The details of these activities will be further developed in future programming documents.

At its second meeting, in June, the Board focused on the Agency’s 2017 accounts, the 2017 annual report and the 2017 consolidated annual activity report. The Board adopted a favourable analysis and assessment of the consolidated annual activity report. The report, together with the analysis and assessment, was then communicated to the relevant institutions for the discharge process.

Evaluations carried out during recent years of, in particular, OSH overview activities have shown the potential of dedicating additional resources to communicating and promoting the results of these research activities. To find these resources, the Board discussed the idea of changing the Agency’s flagship Healthy Workplaces Campaigns from a 2- to a 3-year campaign cycle. This will be piloted with the upcoming 2020-22 campaign on musculoskeletal disorders (MSDs). The strategy for the 2020-22 MSDs campaign was also discussed.
In November, the Bureau met and reviewed the final programming document for 2019-21, resulting in a recommendation to the Board on its adoption. The Bureau also discussed the revised Multi-annual Strategic Programme and the preliminary draft programming document for 2020-22. In relation to the programming document for 2020-22, the Bureau discussed the proposal to include a survey on workers’ exposure to carcinogens to be initiated in 2020. In January 2019, the Board decided that this survey should be included in the 2020-22 programming document.

The advisory groups

EU-OSHA held two meetings with the Tools and Awareness Raising Advisory Group in 2018: one in February and one in May. The first coincided with the Healthy Workplaces Manage Dangerous Substances campaign kick-off meeting. The new campaign website and core materials were presented, and workshops were held on how to communicate the campaign topic, organise successful campaign activities and raise awareness of the campaign, and on the forthcoming 2020-22 Healthy Workplaces Campaign on MSDs. In May, the Healthy Workplaces Campaign cycle, strategic resource planning and the 2020-22 MSD campaign strategy were discussed ahead of the Governing Board meeting in June.

On 13 March, EU-OSHA had its first meeting of 2018 with the OSH Knowledge Advisory Group (OKAG). Topics covered included the implementation of the new OSHwiki strategy; potential topics for new OSH overviews; the second and third waves of the European Survey of Enterprises on New and Emerging Risks (ESENER-2 and -3); the findings of a feasibility study on the development of a survey to estimate workers’ exposure to carcinogens; and the development of the EU OSH Information System. In October, during the second OKAG meeting, a new foresight activity — ‘Anticipating future challenges to OSH’ — and a new topic to be included in the Multi-annual Strategic Programme 2018-23 — ‘OSH and digitalisation’ — were discussed. Work on these activities is due to start in 2019.

European networking

EU-OSHA continued to network and establish close working relationships with EU and European institutions and the social partners through the Brussels Liaison Office.

Commissioner Marianne Thyssen made her first visit to EU-OSHA’s offices in January to meet staff and address a meeting of the Governing Board at which the results of the SESAME on MSEs project were presented.

EU-OSHA also continued its collaboration with the Senior Labour Inspectors Committee (SLIC) under the Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL), taking part, for instance, in the SLIC plenary meeting under the Bulgarian Presidency in January 2018. It also played an active role in SLIC’s thematic day on carcinogenic substances under the Austrian Presidency in October. The Agency is committed to supporting SLIC’s campaign to promote good OSH for temporary agency and cross-border workers and forthcoming campaign on MSDs.
EU-OSHA staff attended several meetings at the European Parliament, including a meeting of the Employment Committee and workshops on occupational cancer and workers in the healthcare sector. EU-OSHA’s Executive Director met the newly appointed Director-General of DG EMPL to discuss the follow-up to the evaluation of EU-OSHA and three other EU agencies and establishing a new European Labour Authority. She then attended the October meeting of the Advisory Group of the European Labour Authority, and Agency staff attended subsequent meetings.

Members of the European Parliament and representatives of the European Commission attended two events organised by EU-OSHA in Brussels: the first in May on regulating OSH in relation to the online platform economy and the second in June to discuss the results of the SESAME project. Commissioner Thyssen gave a keynote speech at the latter.

EU-OSHA’s Director and the Head of the Prevention and Research Unit attended the 30th plenary meeting of the Advisory Committee on Safety and Health at Work (ACSH) in Luxembourg at the end of May. They met with staff of the B3 unit (Health, Safety and Hygiene at Work) of DG EMPL the day before the meeting. This close collaboration continued throughout the year, and the Agency was represented at an ACSH workshop on national strategies in October and at its 31st plenary meeting in November.

EU-OSHA staff were heavily involved in the preparations for and the moderating of the Austrian Presidency conference ‘Fight against occupational cancer’, held in Vienna in September. This conference attracted a lot of attention, in particular because the handover of the stewardship of the Roadmap on Carcinogens to the Finnish Presidency took place during the conference. The Agency is committed to supporting the Finnish Presidency conference on carcinogens, which will be held in 2019.

EU-OSHA continued its long-standing cooperation with its sister agency Eurofound in 2018, including by being represented at a meeting of its Governing Board in November.

In December, EU-OSHA was actively involved in the European Trade Union Institute conference ‘Women, work and cancer’ in Brussels.

In 2019, following the European Parliament elections in May, EU-OSHA will welcome new Members of the European Parliament (MEPs) and MEPs in new roles, promoting OSH and the important role of tripartite working.

6.2 Operational networking

EU-OSHA’s national focal point network and its close collaboration with other partners — including DG EMPL, the EEN, the European Commission’s Directorate-General for the Internal Market, Industry, Entrepreneurship and SMEs (DG GROW), and the Executive Agency for Small and Medium-sized Enterprises (EASME) — are fundamental to its ability to fulfil the objectives of its work programme.

Three national focal point meetings were held in 2018: one in February, one in May and one in November, all in Bilbao. The first meeting of the year coincided with the kick-off meeting for EU-OSHA’s current campaign, Healthy Workplaces Manage Dangerous Substances. Participants also discussed ‘the future of work’ at this meeting. In May, focal points reviewed the work plan for 2019 and the agenda for the upcoming Healthy Workplaces Campaign on MSDs.
EU-OSHA continued its efforts to engage with focal points and raise awareness of their national efforts to promote OSH. Throughout 2018, EU-OSHA staff visited various focal points; highlights included Director Christa Sedlatschek’s visits to focal points in Bulgaria and Romania.

To further foster good relationships and facilitate the exchange of information, the Agency also welcomed visitors to its headquarters in Bilbao from various Member State institutions, ministries and social partners, such as the European Trade Union Institute.

EU-OSHA works with the EEN, under the Communication Partnership Project (CPP), to raise awareness of OSH among Europe’s micro, small and medium-sized enterprises. The EEN has a network of national OSH Ambassadors who are responsible for coordinating OSH awareness-raising activities, in close collaboration with the focal points, in their own countries and keeping EU-OSHA up to date on these activities. In February 2018, the EEN OSH Ambassadors and EU-OSHA’s CPP working group met in Bilbao and attended the kick-off meeting for the Healthy Workplaces Manage Dangerous Substances campaign.

To further promote collaborative working, EU-OSHA and EASME/DG GROW agreed on a new communication plan in 2018. This is intended to facilitate the cross-promotion of common activities.

EU-OSHA also attended a meeting in Tbilisi, Georgia, organised by DG EMPL, to support the development of Georgia’s national labour inspectorate and OSH system.

As part of its international networking efforts, EU-OSHA discussed its involvement in the global coalition on safety and health at work as part of a collaboration with the International
Labour Organization and other stakeholders. In September, EU-OSHA attended a summer school on refugee and migrant health held in Italy and organised by the World Health Organization.

6.3 Preparatory measures for the Western Balkans and Turkey

EU-OSHA has continued to operate its programme funded by the European Commission under the Instrument for Pre-Accession Assistance. The aim of this programme is to ensure that the Western Balkans and Turkey have the capacity to participate effectively in EU-OSHA’s network, contribute to the development of a risk prevention culture and raise awareness of OSH issues in beneficiary countries.

In 2018, EU-OSHA staff and experts from its European network contributed to several training sessions and conferences in the beneficiary countries. The topics covered included dangerous substances and the Roadmap on Carcinogens, European safety and health legislation, improving OSH in MSEs and e-tools for risk assessment.

Representatives from the Western Balkans and Turkey also participated in the three national focal point meetings held in 2018, and attended two workshops held in Member States. In May, EU-OSHA Director Christa Sedlatschek attended the 9th International Congress on Occupational Safety and Health in Istanbul to promote OSH and the work of the Agency.
7 Corporate management

7.1 Management and control

*Activity-based management*

In 2018, the main modules of EU-OSHA’s management information system Matrix — for the programming, management and monitoring of all of the Agency’s activities and work programmes — were implemented. Now that the system is fully functional, all the Agency’s operational activities can be planned, managed and monitored with this new tool.

*Internal control standards*

In 2018, the Agency was still working with internal control standards, and will move to the new principles-based Internal Control Framework in 2019.

Action plans for prioritised internal control standards and corporate risks are in place, and these are reviewed every 4 months by the management group. The Agency keeps a register of non-conformities. The status of the register and related mitigating actions are reviewed and reported to management every 4 months. None of the non-conformities registered in 2018 was considered material.

The Internal Audit Service (IAS) conducts regular audits of EU-OSHA to ensure that the Agency is always striving to maintain and improve internal control and management. In 2018, the IAS delivered its report on the December 2017 audit of the Healthy Workplaces Campaign and its related ICT support. The report contained four recommendations, none of which was critical or very important, which the Agency has subsequently addressed via an agreed action plan. By the end of 2018, the IAS had closed three of the recommendations and the final recommendation was on track for completion in 2019.

In December 2018, the IAS returned to carry out preparatory work for an audit on planning, budgeting, monitoring of activities and reporting in EU-OSHA, to be carried out in early 2019.

In addition, the Agency carried out an assessment of its Anti-Fraud Strategy and an implementation review of the Action Plan 2015-18.

*Data protection*

Data protection issues continued to be integrated into EU-OSHA’s policies throughout 2018. In December, a new data protection regulation, Regulation (EU) 2018/1725, for EU institutions and bodies came into force. In line with this new regulation, the Agency adapted the information on the website and new privacy statements were developed, as well as a new tool for the generation and publication of records. Moreover, EU-OSHA staff were made aware of and trained in the principles of the new regulation.
7.2 Programming and evaluation

The draft programming document 2019-21 was approved by the Board at its meeting in January 2018 and sent out for external consultation. Tasks for focal points for each activity were discussed at the focal point meeting in Bilbao in May. The outcomes of the external consultation have been incorporated and the final programming document was adopted by written procedure in December following a positive recommendation by the Bureau in November.

The Agency also considered its plans for 2020 onwards and, in November, presented a preliminary draft programming document for 2020-22 to the Bureau. This was discussed and approved by the Board at its meeting in January 2019.

In 2017, an external contractor carried out a mid-term evaluation of the Multi-annual Strategic Programme 2014-20. On the basis of a positive evaluation, the Agency has been working on a revised version, extended to 2023. This revised version was developed by the Board and Bureau during 2018 and a stable and agreed framework is now in place setting the direction for the Agency up to 2023.

The 2017 Annual Activity Report was presented to the Board at its June meeting and the Board agreed to adopt a positive analysis and assessment of the report. The report was distributed to relevant stakeholders (the European Parliament, the Council, the European Commission and the European Court of Auditors) by 1 July and published on EU-OSHA’s website.

Preparation of the 2018 Annual Activity Report is under way and it will include a full overview of results related to the Agency’s key performance indicators for the year. In 2018, the work programme implementation rate was 93 %, above the 90 % target. A new performance indicator framework — based on achieving the objectives of the 2018-23 strategic programme — has been devised by the Agency. This has been discussed and agreed on by the Board and will apply from 2019.

Between March and April 2018, a stakeholders’ survey was carried out by an external contractor. It emerged that, overall, stakeholder satisfaction is very high (approximately 90 %) across all stakeholder groups and quality dimensions. The survey looked at areas including relevance (addressing the right priorities); added value; facilitator role; and providing access to knowledge. Of the stakeholders surveyed, more than 90 % acknowledged the Agency’s contribution to increasing awareness of OSH risks and solutions, and improving OSH in the workplace. Moreover, almost all stakeholders said they had used the Agency’s resources for at least one purpose, which is a very positive outcome.
8 Administrative support

8.1 Human resources

Throughout 2018, EU-OSHA continued to adopt implementing rules giving effect to the Staff Regulations (Article 110). Five new implementing rules were adopted in a timely manner during the year. In line with the Staff Regulations, EU-OSHA uploaded its implementing rules to the European Court of Justice’s register via CIRCABC (Communication and Information Resource Centre for Administrations, Businesses and Citizens).

The Board was invited to adopt, among other human resources policies, rules governing the traineeship programme at EU-OSHA. A new call for applications for traineeships at the Agency was launched.

Regarding the implementation of the policy on protecting the dignity of the person and preventing psychological harassment and sexual harassment, following the successful completion of a selection procedure and specialised training, four confidential counsellors were appointed at EU-OSHA.

To support EU-OSHA staff with the implementation of teleworking, the Agency carried out an internal implementation review; the results were very positive and were shared with the staff.

EU-OSHA is committed to ongoing engagement with its staff and to developing their competencies and skills. The Learning and Development Plan for the year was approved early in 2018 and implemented successfully throughout the year. Training application forms were revised in line with the new learning and development framework, and EU-OSHA also carried out its annual staff appraisal exercise.

Recruitment and staffing

During 2018, in response to personnel changes and in line with the current programming document, two vacant statutory posts were filled.

EU-OSHA is an equal opportunities employer and is strongly committed to promoting equality, diversity and respectful behaviour as part of its workplace culture.

As at 31 December, EU-OSHA employed 64 staff from 16 Member States.

The figures below show the staff breakdown by contract type, function group and gender as at 31 December 2018.
EU-OSHA staff by gender on 31 December 2018:

Note: TA: temporary agent; AD: Administrator; AST: Assistant; CA: contract agent; M: male; F: female.

Senior positions (AD10 to AD14) by gender on 31 December 2018:

Note: Note: AD: Administrator; AST: Assistant; CA: contract agent.

8.2 Financial management

The budget for 2018 was amended twice: to modify the establishment plan in line with the provisions of Article 38 of the Agency’s Financial Regulation and to reduce by EUR 60,000
both the revenue and the expenditure sections of the budget to give a new budget total of EUR 15,425,700.

At its January 2018 meeting, the Governing Board adopted the draft budget and establishment plan for 2019. The final budget for 2019 was formally adopted by written procedure in December 2018 for a total of EUR 15,739,000.

At the end of June 2018, the external auditors sent their final report notifying the European Court of Auditors (ECA) that EU-OSHA’s accounts were considered reliable. The ECA carried out its annual audits on the legality and regularity of a sample of EU-OSHA’s 2017 transactions in September 2017 and March 2018.

In its final report, the ECA certified the legality and regularity of the transactions in 2017, as well as the reliability of the annual accounts, and commented on the high level of carry-forward in Titles 2 and 3.

At its June 2018 meeting, the Governing Board adopted its opinion on the 2017 accounts. In the same month, EU-OSHA sent the final accounts for 2017 to the European Parliament, the Council, the Commission’s accounting officer and the ECA, as required by the Financial Regulation.

Finally, discharge for the financial year 2016 was granted on 23 March 2018 by the European Parliament.
8.3 ICT developments

In 2018, the Agency successfully completed its migration to digital telephony, aimed at increasing efficiency. EU-OSHA also continued to work towards replacing workstations with laptops throughout the year, to enable mobile working thus giving staff greater flexibility.

The Agency worked with the European Union Intellectual Property Office in 2018 to develop a disaster recovery plan and investigated cloud implementation of Microsoft Office 365, to ensure that staff always have access to up-to-date software.

Other support provided by the ICT team in 2018 included support for the development or implementation of the activity-based management tool Matrix; the data visualisation tools for the costs and benefits of OSH project and the newly proposed ‘OSH barometer: status of occupational safety and health in Europe’; the Online interactive Risk Assessment (OiRA) website, the 2020-22 Healthy Workplaces Campaign website, and the Napo and corporate websites; and the dangerous substances e-tool.

ICT resources in 2018 were also focused on preparations for the replacement of EU-OSHA’s current electronic document management system, Adonis, with ARES, in collaboration with the Commission’s Directorate-General for Informatics and Secretary-General. This new software is expected to be implemented in 2019.
## Annexes

<table>
<thead>
<tr>
<th>Annex</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annex 1</td>
<td>Overview of how the Agency and its partners operate</td>
</tr>
<tr>
<td>Annex 2</td>
<td>Membership of the Governing Board</td>
</tr>
<tr>
<td>Annex 3</td>
<td>Organisation chart of the Agency</td>
</tr>
<tr>
<td>Annex 4</td>
<td>Focal points</td>
</tr>
<tr>
<td>Annex 5</td>
<td>Network activities and national networks</td>
</tr>
<tr>
<td>Annex 6</td>
<td>Official campaign partners</td>
</tr>
<tr>
<td>Annex 7</td>
<td>Campaign media partners</td>
</tr>
<tr>
<td>Annex 8</td>
<td>Publications</td>
</tr>
<tr>
<td>Annex 9</td>
<td>Human and financial resources by activity</td>
</tr>
</tbody>
</table>
Annex 1
Overview of how the Agency and its partners operate

In line with the objectives of the EU Strategic Framework on Health and Safety at Work (2014-20) and the European Commission initiative to improve the health and safety of workers, the Agency developed its 2014-20 Multi-annual Strategic Programme to ensure that there was a clear focus for its efforts. The six priorities the Agency identified are:

1. anticipating change and new and emerging risks through ‘foresight’ activities;
2. facts and figures — gathering and disseminating information, for example through ESENER (the European Survey of Enterprises on New and Emerging Risks);
3. developing tools for good OSH management, such as the Online interactive Risk Assessment (OiRA);
4. raising awareness, particularly through the Healthy Workplaces Campaigns;
5. networking knowledge, primarily through the development of the OSHwiki online encyclopaedia; and
6. networking (at both strategic and operational levels) and corporate communications.

With these goals in place, and with the help of EU-OSHA’s partners, the Agency is working hard to improve understanding and awareness of workplace risks and increase commitment to OSH across Europe.

Our central role is to contribute to the improvement of working life in the European Union

- We work with governments, employers and workers to promote a risk prevention culture.
- We analyse new scientific research and statistics on workplace risks.
- We anticipate new and emerging risks through our European Risk Observatory.
- We identify and share information, good practice and advice with a wide range of audiences, such as social partners, employers’ federations and trade unions.
- Our main awareness-raising activity is the Healthy Workplaces Campaign, which focuses on a different theme every 3 years.

How we are organised

Executive Director

Austrian health and safety expert Dr Christa Sedlatschek has been Executive Director of the European Agency for Safety and Health at Work since September 2011.

The Executive Director is the legal representative and is responsible for the management and day-to-day running of the Agency, including all financial, administrative and personnel matters. The post is for a term of 5 years, renewable once, and the Executive Director is accountable to the Management Board.

Management Board

The Management Board sets the goals and strategies, and identifies priority issues where further information or activity is required. It appoints the Executive Director and adopts the programming document, the Agency’s strategy, annual report and budget.
The Management Board is made up of representatives of governments, employers and workers from EU Member States, representatives of the European Commission and other observers.

**Executive Board**

The Executive Board works as a steering group, overseeing operational performance, and meets four times a year. It is made up of eight members from the Management Board.

**Advisory groups**

The “Tools and Awareness Raising Advisory Group” (TARAG) and the “OSH Knowledge Advisory Group” (OKAG) provide us with strategic guidance and feedback on our work.

Their members are appointed by EU-OSHA and its Management Board and include individuals from workers’ and employers’ groups and government.

**Focal points**

Our main safety and health information network is made up of focal points in Member States and candidate and EFTA countries.

Focal points are nominated by each government as the official representative and are usually the national authority for safety and health at work.

They support our initiatives with information and feedback and work with national networks including government, workers’ and employers’ representatives. The focal points contribute to the Healthy Workplaces Campaign, organise events and nominate representatives to our expert groups.

**Expert groups**

Expert groups contribute to our work and provide advice in their field in line with the requirements of the programming document. They are nominated by national focal points, together with observers representing workers, employers and the Commission.

**Staff**

A dedicated staff of specialists in occupational safety and health, communication and public administration bring with them a wealth of knowledge from around Europe.
Annex 2

Membership of the Governing Board (as of December 2018)

The Agency’s Governing Board is made up of representatives of each of the Member State governments and of employers’ and employees’ organisations, together with three representatives from the European Commission. In addition, observers are invited: tripartite delegations from Iceland, Liechtenstein and Norway, two from Eurofound (European Foundation for the Improvement of Living and Working Conditions) and one each from the European Trade Union Confederation and BusinessEurope.

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<tr>
<th>Members</th>
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<tr>
<td>Ms Véronique CRUTZEN</td>
<td>Belgium</td>
<td>Ms Nadine GILIS</td>
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<td>Ms Darina KONOVA</td>
<td>Bulgaria</td>
<td>Ms Vaska SEMERDZHIEVA</td>
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<td>Croatia</td>
<td>Mr Jere GAŠPEROV</td>
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<td>Mr Jaroslav HLVIN</td>
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<td>Mr Pavel FOŠUM</td>
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<td>Mr Stephen CURRAN</td>
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<td>Mr Georgios GOURZOLIDIS</td>
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<td>Mr Javier PINILLA</td>
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<td>Mr Amaud PUJAL</td>
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<td>Ms Clémentine BRAILLON</td>
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<td>Mr Romolo DE CAMILLIS</td>
<td>Italy</td>
<td>Ms Alessandra PERA</td>
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<td>Mr Anastassios YIANNAKI</td>
<td>Cyprus</td>
<td>Mr Aristodemos ECONOMIDES</td>
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<td>Mr Renārs LÜSIS (Coordinator)</td>
<td>Latvia</td>
<td>Ms Jolanta GEDUŠA</td>
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<td>Ms Aldona SABAITENÈ</td>
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<td>Ms Vilija KONDROTENÈ</td>
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<td>Mr Marco BOLY</td>
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<td>Mr John SCHNEIDER</td>
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<td>Ms Katalin BALOGH</td>
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<td>Mr Gyula MADARÁSZ</td>
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<td>Mr Melhino MERCIECA</td>
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<td>Mr Mark GAUCI</td>
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## Members

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<tr>
<td>Mr Rob TRIEMSTRA</td>
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<td>Mr Martin DEN HELD</td>
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<tr>
<td>Ms Gertrud BREINDL (Chairperson)</td>
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<td>Ms Anna RITZBERGER-MOSER</td>
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<td>Ms Thorfrid HANSEN (Observer)</td>
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## Employers

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<td>Mr Moriz-Boje TIEDEMANN</td>
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<tr>
<td>Ms Aija MAASIKAS</td>
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<td>Mr Argo SOON</td>
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<tr>
<td>Ms Dessie ROBINSON</td>
<td>Ireland</td>
<td>Mr Sylvester CRONIN</td>
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<td>Mr Andreas STOIMENIDIS</td>
<td>Greece</td>
<td>Mr Ioannis ADAMAKIS</td>
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<td>Mr Pedro J. LINARES</td>
<td>Spain</td>
<td>Ms Ana GARCÍA DE LA TORRE</td>
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<td>Mr Abderrafik ZAIGOUCHE</td>
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<td>Ms Edwina LAMOUREUX</td>
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<td>Ms Cinzia FRASCHERI</td>
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<td>Mr Marco LUPI</td>
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<td>Mr Nikos SATSIAS</td>
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<td>Mr Mārtiņš PUŽULS</td>
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<td>Ms Inga RUGINIENÉ</td>
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<td>Mr Robert FORNIERI</td>
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<tr>
<td>Mr Károly GYÖRGY (Vice-Chairperson)</td>
<td>Hungary</td>
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</tr>
<tr>
<td>Mr Anthony CASARU</td>
<td>Malta</td>
<td>Mr Alfred LIA</td>
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<td>Mr Rik VAN STEENBERGEN</td>
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<td>Mr Wim VAN VEELEN</td>
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<td>Mr Dariusz GOC</td>
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<td>Mr Fernando GOMES</td>
<td>Portugal</td>
<td>Ms Vanda CRUZ</td>
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<tr>
<td>Mr Corneliu CONSTANTINOIA</td>
<td>Romania</td>
<td>Ms Mihaela DARLE</td>
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<td>Ms Lučka BOHM</td>
<td>Slovenia</td>
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<td>Mr Peter RAMPASEK</td>
<td>Slovakia</td>
<td>Mr Robert STAŠKO</td>
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<tr>
<td>Ms Paula ILVESKIVI</td>
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<td>Mr Erkki AUVINEN</td>
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### Members

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<td>Ms My BILLSTAM</td>
</tr>
<tr>
<td>Mr Hugh ROBERTSON</td>
<td>United Kingdom</td>
<td>Awaiting new name</td>
</tr>
<tr>
<td>Mr Bjorn Agust SIGURJÓNSSON (Observer)</td>
<td>Iceland</td>
<td>Ms Helga JÓNSDÓTTIR (Observer)</td>
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<td>Mr Sigi LANGENBAHN (Observer)</td>
<td>Liechtenstein</td>
<td>Ms Christine SCHÄDLER (Observer)</td>
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<td>Ms Wenche Irene THOMSEN (Observer)</td>
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<td>Mr Jon Olav BERGENE (Observer)</td>
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### European Commission

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<td>Ms Charlotte GREVFORS ERNOULT</td>
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</tr>
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<td>Mr Jesús ALVAREZ (Vice-Chairperson)</td>
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<tr>
<td>Mr Giacomo MATTINÓ</td>
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</tr>
<tr>
<td>Internal Market, Industry, Entrepreneurship and SMEs DG</td>
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### Observers

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<td>Eurofound</td>
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<td>Mr Herman FONCK</td>
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<td>Chairperson of the Board of Eurofound</td>
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<tr>
<td>Ms Jessie FERNANDES, Coordinator</td>
<td>Ms Valerie CORMAN</td>
</tr>
<tr>
<td>BusinessEurope</td>
<td>Conseil National du Patronat Français (CNPF)</td>
</tr>
<tr>
<td>Mr Ben EGAN, Coordinator</td>
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<tr>
<td>European Trade Union Confederation (ETUC)</td>
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### Annex 3

**Organisation chart of the Agency (as of December 2018)**

#### GOVERNING BOARD

**BUREAU**

**DIRECTOR**

Dr Christa Sedlatschek

#### Network Secretariat

*Head of Unit: Dr Christa Sedlatschek*

- Network management
- Strategic planning
- Performance monitoring
- Legal adviser
- Brussels Liaison Office
- Enlargement
- Monitoring and evaluation

#### Resource and Service Centre

*Head of Unit: Andrea Baldan*

- Personnel management
- Finance
- Accounts
- Internal control systems
- General services
- Documentation

#### Communication and Promotion Unit

*Head of Unit: Andrew Smith*

- Campaigning
- Focal Point Assistance Tool (FAST)
- Communication partnerships
- Promotion, media relations and events
- Web development and electronic communications
- Information technologies
- Publications

#### Prevention and Research Unit

*Head of Unit: William Cockburn*

- Good safety and health practice
- Information collection, analysis and dissemination
- Sector-specific information
- Campaign — technical content
- Good Practice Awards
- Online interactive Risk Assessment (OiRA)
- Identification of new and emerging risks
- Fostering research at EU level
- Monitoring trends
- Stimulating debate

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**Annex 4**

**Focal points (as of December 2018)**

The focal points, in more than 30 countries, coordinate and disseminate information from the Agency within their individual countries, and provide feedback and recommendations. Typically the lead OSH organisation in their respective countries, they are the Agency’s official representatives at national level. They contribute to the development of the Agency’s information services and campaign activities. As well as the EU Member States, focal points have also been established in the EFTA countries and EU candidate and potential candidate countries.


**EU MEMBER STATES**

<table>
<thead>
<tr>
<th>Country</th>
<th>Entity</th>
<th>Address</th>
<th>Contact Person</th>
<th>Email</th>
<th>Phone</th>
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<tbody>
<tr>
<td><strong>AUSTRIA</strong></td>
<td>Bundesministerium für Arbeit, Soziales und Konsumentenschutz</td>
<td>Stubenring 1, 1010 Vienna</td>
<td>Martina HÄCKEL-BUCHER</td>
<td><a href="mailto:AT.FocalPoint@sozialministerium.at">AT.FocalPoint@sozialministerium.at</a></td>
<td></td>
</tr>
<tr>
<td><strong>BELGIUM</strong></td>
<td>Federal Public Service Employment, Labour and Social Dialogue</td>
<td>Ernest Blerotstraat 1, 1070 Brussels</td>
<td>Frank DEHASQUE</td>
<td><a href="mailto:focalpoint@werk.belgie.be">focalpoint@werk.belgie.be</a></td>
<td></td>
</tr>
<tr>
<td><strong>BULGARIA</strong></td>
<td>Ministry of Labour and Social Policy</td>
<td>2 Triaditza Street, 1051 Sofia</td>
<td>Darina KONOVA</td>
<td><a href="mailto:d.konova@mlsp.government.bg">d.konova@mlsp.government.bg</a></td>
<td></td>
</tr>
<tr>
<td><strong>CYPRUS</strong></td>
<td>Ministry of Labour, Welfare and Social Insurance</td>
<td>12 Apelli Street, 1493 Nicosia</td>
<td>Anastassios YIANNAKI</td>
<td><a href="mailto:ayiannaki@dl.mlsi.gov.cy">ayiannaki@dl.mlsi.gov.cy</a></td>
<td></td>
</tr>
<tr>
<td><strong>CZECH REPUBLIC</strong></td>
<td>Ministerstvo práce a sociálních věcí</td>
<td>Na Pofičním právu 1, 128 01 Prague 2</td>
<td>Jaroslav HLAVÍN</td>
<td><a href="mailto:jaroslav.hlavin@mpsv.cz">jaroslav.hlavin@mpsv.cz</a></td>
<td></td>
</tr>
<tr>
<td><strong>DENMARK</strong></td>
<td>Danish Working Environment Authority</td>
<td>Landskronagade 33, 2100 Copenhagen</td>
<td>Elsebeth JARMBAEK</td>
<td>+45 7 220 9431</td>
<td></td>
</tr>
<tr>
<td><strong>ESTONIA</strong></td>
<td>Labour Inspectorate of Estonia</td>
<td>Mäealuse 2/2 (B-korpus), 12618 Tallinn</td>
<td>Kristel ABEL</td>
<td><a href="mailto:kristel.abel@ti.ee">kristel.abel@ti.ee</a></td>
<td></td>
</tr>
</tbody>
</table>
FINLAND
Ministry of Social Affairs and Health
Department for Occupational Safety and Health
PO Box 33
FI-00023 Government
FINLAND
Contact person: Liisa HAKALA
Email: liisa.hakala@stm.fi

FRANCE
Ministère du Travail, de l'Emploi, de la Formation professionnelle et du Dialogue social
39-43 quai André Citroën
75739 Cedex 15 Paris
France
Contact person: Théo HUDELIST
E-mail address: theo.hudelist@travail.gouv.fr

GERMANY
Bundesanstalt für Arbeitsschutz und Arbeitsmedizin
Friedrich-Henkel-Weg 1-25
44149 Dortmund
GERMANY
Contact person: Nathalie HENKE
Email: henke.nathalie@baua.bund.de

GREECE
Ministry of Labour, Social Security and Social Solidarity
29 Stadiou str.
10110 Athens
GREECE
Contact person: Ioannis KONSTANTAKOPOULOS
Email: ikonstantakopoulos@ypakp.gr

HUNGARY
Ministry of Finance, Department of Occupational Safety and Health
József nádor tér 2-4
1051 Budapest
HUNGARY
Contact person: Katalin BALOGH
Email: katalin.balogh@pm.gov.hu

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Health and Safety Authority
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Email: gavin@hsa.ie

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00144 Rome
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Email: f.grosso@inail.it

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LATVIA
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03213 Vilnius
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Inspection du Travail et des Mines
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2361 Strassen
LUXEMBOURG
Contact person: John SCHNEIDER
Email: john.schneider@itm.etat.lu

MALTA
Occupational Health and Safety Authority
17 Edgar Ferro Street
1533 Pieta
MALTA
Contact person: Melhino MERCIECA
Email: melhino.mercieca@gov.mt

NETHERLANDS
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2316 ZL Leiden
NETHERLANDS
Contact person: Jos DE LANGE
Email: Organisatie-TNO-FocalPointNederland@tno.nl
POLAND
Central Institute for Labour Protection – National Labour Institute
Ul. Czerniakowska 16
00-701 Warsaw
POLAND
Contact person: Wiktor Marek ZAWIESKA
Email: focalpoint.pl@ciop.pl

PORTUGAL
Autoridade para as Condições do Trabalho
Avenida Fernao Magalhaes 447-1º
3000-177 Coimbra
Portugal
Contact person: Emilia TELO
E-mail address: pfen.eu-osh@act.gov.pt

ROMANIA
National Research & Development Institute on Occupational Safety ‘Alexandru Darabont’
Bd. Ghencea nr.35A, sector 6
061 692 Bucharest
ROMANIA
Contact person: Ioana-Georgiana NICOLESCU
Email: georgiana.nicolescu@gmail.com

SLOVAKIA
National Labour Inspectorate - Narodny Inspectorat Prace
Masarykova 10
04001 Kosice
SLOVAKIA
Contact person: Ladislav KEREKEŠ
Email: ladislav.kerekes@ip.gov.sk

SLOVENIA
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Kotnikova, 28
1000 Ljubljana
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Contact person: Vladka KOMEL
Email: vladka.komel@gov.si

SWEDEN
Arbetsmiljöverket - Swedish Work Environment Authority
Lindhagensgatan 133
112 79 Stockholm
SWEDEN
Contact person: Mats RYDERHEIM
Email: mats.ryderheim@av.se

UNITED KINGDOM
Health and Safety Executive
Caxton House (7th Floor)
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London SW1H 9NA
UNITED KINGDOM
Contact person: Teresa FARNAN
Email: UK.FocalPoint@hse.gsi.gov.uk

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Rue Robert Stumper, 10
2557 Luxembourg
LUXEMBOURG
Contact person: Jesús ALVAREZ
Email: francisco.alvarez@ec.europa.eu

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BELGIUM
Contact person: Jessie FERNANDES
Email: j.fernandes@businesseurope.eu

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1210 Brussels
BELGIUM
Contact person: Viktor KEMPA
Email: vkempa@etui.org
EEA/EFTA COUNTRIES

ICELAND
Administration of Occupational Safety and Health
Bildshofdi 16
110 Reykjavik
ICELAND
Contact person: Inghildur EINARSDÓTTIR
Email: inghildur@ver.is

LIECHTENSTEIN
Federal Department for Economic Affairs
Poststrasse 1
9494 Schaan
LIECHTENSTEIN
Contact person: Robert HASSLER
Email: robert.hassler@llv.li

NORWAY
Norwegian Labour Inspection Authority
Statens hus
7468 Trondheim
NORWAY
Contact person: Gro Synnøve Rygh
FÆREVÅG
Email: focal.point@arbeidstilsynet.no

SWITZERLAND
SECO — State Secretariat for Economic Affairs
Holzikofenweg 36
3003 Bern
SWITZERLAND
Contact person: Eduard BRUNNER
Email: eduard.brunner@seco.admin.ch

CANDIDATE COUNTRIES

ALBANIA
Inspektorati Shteteror i Punes dhe Sherbimeve
Rr. Dervish Hima
Tirana
ALBANIA
Contact person: Eda BEQIRI
Email: eda.beqiri@sli.gov.al

FORMER YUGOSLAV REPUBLIC OF MACEDONIA
Macedonian Occupational Safety and Health Association
Vostanichka 2
1000 Skopje
Macedonia
Contact person: Milan PETKOVSKI
E-mail address: milan.p@mzzpr.org.mk

MONTENEGRO
Administration for Inspection Affairs
Baku 82
81000 Podgorica
MONTENEGRO
Contact person: Zlatko POPOVIC
Email: zlatkopuznr@t-com.me

SERBIA
Ministry of Labour, Employment, Veterans and Social Policy
Occupational Safety and Health Directorate
Nemanjina 22-26
11000 Belgrade
SERBIA
Contact person: Miodrag LONCOVIC
Email: miodrag.l@minrzs.gov.rs

TURKEY
Calisma ve Sosyal Guvenlik Bakanligi
Inönü Bulvari, I Blok, No. 42, Kat. 4
06100 Emek Ankara
Turkey
Tel: +90 312 296 67 67
Contact person: Meriç ÜNVER
Email address: meric.unver@csgb.gov.tr
POTENTIAL CANDIDATE COUNTRIES

BOSNIA AND HERZEGOVINA
EU-OSHA is in the process of establishing a focal point.

KOSOVO (UNDER UNSCR 1244/99)
Ministry of Labour and Social Welfare Labour Inspectorate
Str. «UCK» No. 1
10 000 Pristina
KOSOVO
Contact person: Agim MILLAKU
Tel: +381 38 200 26 502
Email: agim.millaku@rks-gov.net
## Annex 5

### Network activities and national networks 2018

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<tr>
<td>United Kingdom</td>
<td>-</td>
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Annex 6

Official campaign partners 2018

Companies and associations from the private and public sector have joined forces with us in the Healthy Workplaces Campaigns. The campaign partners help to publicise the importance of occupational safety and health through a variety of activities, including conferences, seminars and training sessions. Engaging with large-scale organisations can be particularly effective, as it means that our messages can reach small and medium-sized enterprises through the supply chains that those large organisations have.

ADIENT
Atlantic Project Company
B·A·D Gesundheitsvorsorge und Sicherheitstechnik GmbH
Baxter
BeST - Beryllium Science & Technology Association
Boehringer Ingelheim
BUSINESSEUROPE
CEFIC - European Chemical Industry Council
CEOC International
Chemdoc
CIELFFA
Comité Européen des Fabricants de Sucre
Community of European Railway and Infrastructure Companies (CER)
Confederation of National Associations of Tanners and Dressers of the European Community
Cosanta
Council of European Employers of the Metal, Engineering and Technology-based Industries.
CWS boco International GmbH
DEKRA Organisational Reliability Ltd.
Delphi Technologies
Deutsche Post DHL Group
DuPont Sustainable Solutions

EDA European Demolition Association
EIFFAGE INFRASTRUCTURES
Electrocomponents plc
Endegs - Mobile VOC Combustion
ETUCE, European Trade Union Committee for Education
EuroCommerce
EuroHealthNet
European Academy of Dermatology and Veneorology (EADV)
European Academy of Occupational Health Psychology
European Adhesive and Sealant Industry
European Association of Chemical Distributors
European Builders Confederation
European Chemical Employers Group
European Confederation of Independent Trade Unions (CESI)
European Federation for Services to Individuals (EFSI)
European Federation for Welding, Joining and Cutting
European Federation of Building and Woodworkers
European Federation of Food, Agriculture and Tourism Trade Unions
European Federation of National Maintenance
Societies

European Firefighters Unions Alliance
European Lung Foundation
European Network Education and Training in Occupational Safety and Health (ENETOSH)
European Network of Safety and Health Professional Organisations
European Operating Room Nurses Association
European Platform for professionals in Occupational Hygiene
European Safety Federation
European Society of Safety Engineers
European Solvents Industry Group
European Technology Platform on Industrial Safety
European Trade Union Confederation
European Tyre & Rubber Manufacturers’ Association
European Work Hazards Network
EUsalt, European Salt Producers’ Association
EU-VRi - European Virtual Institute for Integrated Risk Management
EZA (European Centre for Workers’ Questions)
FCC Citizen Services
Federación Iberoamericana de Asociaciones de Psicología
Federation of Occupational Health Nurses within the European Union
Federation of the European Ergonomic Societies
FIEC - European Construction Industry Federation

Companies

Generali Employee Benefits Network - GEB
Groupe PSA
Iberdrola
Ideal Standard International
IMA-Europe
industriAll Europe
Institution of Occupational Safety and Health
ISHCCO - International Safety & Health
Lincoln Electric (Germany)
Modernet
Naturgy
NIRAS
OMV
ORCHSE Strategies, LLC
Partnership for European Research in Occupational Safety and Health
Pirelli & C
SANDO
SAP SE
SEAT S.A
Siemens AG
SME Safety
SMEunited
Sofidel S.p.A.
Standing Committee of European Doctors
Toyota Material Handling Europe
UEMS Occupational Medicine section
UNI Europa
UNIEP - International Association for Painting Contractors
ZF Friedrichshafen AG
## Annex 7
### Media partners 2018

*Our media partners work with us to raise awareness of the campaign topics, using their various channels to advertise and promote the campaign. They form an exclusive pool of journalists and editors from European, national and regional media interested in promoting occupational safety and health.*

<table>
<thead>
<tr>
<th>Media Partner</th>
<th>Media Partner</th>
</tr>
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<tbody>
<tr>
<td>ActuEL-HSE</td>
<td>MADONIE NOTIZIE .IT - IL CALEIDOSCOPIO</td>
</tr>
<tr>
<td>ADAPT Servizi s.r.l.</td>
<td>MaintWorld magazine</td>
</tr>
<tr>
<td>Aragon Valley</td>
<td>PIC Magazine</td>
</tr>
<tr>
<td>BEZPEČNÁ PRÁCA</td>
<td>PPE Media LTD</td>
</tr>
<tr>
<td>Bezpieczenstwo Pracy. Nauka i Praktyka</td>
<td>Prevention World</td>
</tr>
<tr>
<td>BOZPinfo.cz</td>
<td>Promotor BHP</td>
</tr>
<tr>
<td>BOZPprofi.cz</td>
<td>Proteger</td>
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<tr>
<td>Chemical Watch</td>
<td>PuntoSicuro</td>
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<tr>
<td>ENVIprofi</td>
<td>Quotidiano Sicurezza</td>
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<tr>
<td>ERGONOMA JOURNAL</td>
<td>Reputation Today</td>
</tr>
<tr>
<td>Face au Risque</td>
<td>Revista Segurança</td>
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<tr>
<td>Formacion de SEGURIDAD LABORAL</td>
<td>rhsaludable</td>
</tr>
<tr>
<td>Foundation Center for Safety and Health at Work</td>
<td>Safety Focus</td>
</tr>
<tr>
<td>GBK GmbH Global Regulatory Compliance</td>
<td>Safety Management</td>
</tr>
<tr>
<td>Gesunde Arbeit</td>
<td>Segurança Comportamental (BEHAVIORAL SAFETY MAGAZINE)</td>
</tr>
<tr>
<td>IOSH Magazine</td>
<td>Tutela</td>
</tr>
<tr>
<td>ISSA Mining Newsletter</td>
<td>Työ Terveys Turvallisuus</td>
</tr>
<tr>
<td></td>
<td>Work and Health (Труд и Здраве)</td>
</tr>
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</table>
Annex 8

Publications 2018


Information reports and summaries

Management of occupational health and safety in European workplaces — evidence from the Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)

English – 68 pages

Executive Summary - Management of occupational health and safety in European workplaces — evidence from the Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)

Bulgarian, Danish, German, Greek, English, Spanish, Finnish, French, Croatian, Hungarian, Icelandic, Lithuanian, Norwegian, Polish, Portuguese, Romanian, Slovak, Slovenian – 7 pages

Ex-post evaluation of the Second European Survey of Enterprises on New and Emerging Risks

English – 136 pages

Technical assessment of the expansion of the Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)

English – 100 pages

Management of psychosocial risks in European workplaces: evidence from the Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)

English – 63 pages

Executive Summary - Management of psychosocial risks in European workplaces: evidence from the Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)

Bulgarian, Danish, German, Greek, English, Spanish, Finnish, French, Croatian, Hungarian, Icelandic, Lithuanian, Norwegian, Polish, Portuguese, Romanian, Slovak, Slovenian, Swedish – 9 pages

Handling fumigated containers in ports — health risks and prevention practices

English – 54 pages

Rehabilitation and return to work after cancer — instruments and practices

English – 99 pages
Executive summary: Rehabilitation and return to work after cancer — instruments and practices
Danish, German, Greek, English, Estonian, French, Hungarian, Icelandic, Italian, Latvian, Dutch, Portuguese, Romanian, Slovenian – 11 pages
Rehabilitation and return to work after cancer — instruments and practices: methodological annexes
English – 32 pages
Appendix: Rehabilitation and return to work after cancer — instruments and practices
English – 109 pages
Safety and health in micro and small enterprises in the EU: Final report from the 3-year SESAME project
English – 103 pages
Executive Summary - Safety and health in micro and small enterprises in the EU: Final report from the 3-year SESAME project
English – 10 pages
Safety and health in micro and small enterprises in the EU: the view from the workplace
English – 163 pages
Executive Summary - Safety and health in micro and small enterprises in the EU: the view from the workplace
English – 13 pages
Belgium - From policy to practice: Safety and Health in Micro and Small Enterprises in the EU
English – 27 pages
Belgium - Safety and Health in Micro and Small Enterprises in the EU: the view from the workplace
English – 32 pages
Denmark - From policy to practice: Safety and Health in Micro and Small Enterprises in the EU
English – 27 pages
Denmark - Safety and Health in Micro and Small Enterprises in the EU: the view from the workplace
English – 23 pages
Estonia - From policy to practice: Safety and Health in Micro and Small Enterprises in the EU
English – 28 pages
Estonia - Safety and Health in Micro and Small Enterprises in the EU: the view from the workplace
English – 36 pages
Germany - From policy to practice: Safety and Health in Micro and Small Enterprises in the EU
English – 39 pages
Germany - Safety and Health in Micro and Small Enterprises in the EU: the view from the workplace

English – 34 pages

France - From policy to practice: Safety and Health in Micro and Small Enterprises in the EU

English – 35 pages

France - Safety and Health in Micro and Small Enterprises in the EU: the view from the workplace

English – 33 pages

Italy - From policy to practice: Safety and Health in Micro and Small Enterprises in the EU

English – 28 pages

Italy - Safety and Health in Micro and Small Enterprises in the EU: the view from the workplace

English – 33 pages

Romania - Safety and Health in Micro and Small Enterprises in the EU: the view from the workplace

English – 28 pages

Romania - From policy to practice: Safety and Health in Micro and Small Enterprises in the EU

English – 31 pages

Sweden - From policy to practice: Safety and Health in Micro and Small Enterprises in the EU

English – 29 pages

Sweden - Safety and Health in Micro and Small Enterprises in the EU: the view from the workplace

English – 25 pages

UK - From policy to practice: Safety and Health in Micro and Small Enterprises in the EU

English – 32 pages

UK - Safety and Health in Micro and Small Enterprises in the EU: the view from the workplace

English – 38 pages

Foresight on new and emerging occupational safety and health risks associated with digitalisation by 2025

English – 159 pages

Summary - Foresight on new and emerging occupational safety and health risks associated with digitalisation by 2025

English – 41 pages

“Healthy workers, thriving companies - a practical guide to wellbeing at work”

English – 102 pages
Alert and sentinel approaches for the identification of work-related diseases in the EU

English – 203 pages

Summary - Alert and sentinel approaches for the identification of work-related diseases in the EU

English – 15 pages

Campaign material

Campaign guide

Bulgarian, Czech, Danish, German, Greek, English, Spanish, Estonian, Finnish, French, Croatian, Hungarian, Icelandic, Italian, Lithuanian, Latvian, Maltese, Dutch, Norwegian, Polish, Portuguese, Romanian, Slovakian, Slovenian, Swedish – 36 pages

Campaign leaflet

Bulgarian, Czech, Danish, German, Greek, English, Spanish, Estonian, Finnish, French, Croatian, Hungarian, Icelandic, Italian, Lithuanian, Latvian, Maltese, Dutch, Norwegian, Polish, Portuguese, Romanian, Slovakian, Slovenian, Swedish – 2 pages

Good Practice Awards flyer

Bulgarian, Czech, Danish, German, Greek, English, Spanish, Estonian, Finnish, French, Croatian, Hungarian, Icelandic, Italian, Lithuanian, Latvian, Maltese, Dutch, Polish, Portuguese, Romanian, Slovakian, Slovenian, Swedish – 8 pages

Campaign video

English – Subtitled in Bulgarian, Czech, Danish, German, Greek, English, Spanish, Estonian, Finnish, French, Croatian, Hungarian, Icelandic, Italian, Lithuanian, Latvian, Maltese, Dutch, Norwegian, Polish, Portuguese, Romanian, Slovakian, Slovenian, Swedish

Napo in... dust at work

Language-free

Info sheet: Substitution of dangerous substances in the workplace

Bulgarian, Czech, Danish, German, Greek, English, Spanish, Finnish, French, Croatian, Hungarian, Icelandic, Italian, Lithuanian, Latvian, Dutch, Norwegian, Polish, Portuguese, Romanian, Slovakian, Slovenian, Swedish – 4 pages

Info sheet: Legislative framework on dangerous substances in workplaces

Bulgarian, Danish, German, Greek, English, Spanish, Finnish, French, Croatian, Hungarian, Icelandic, Italian, Lithuanian, Dutch, Norwegian, Polish, Portuguese, Romanian, Slovak, Slovenian, Swedish – 4 pages
Info sheet: Practical tools and guidance on dangerous substances in workplaces
English – 4 pages

Info sheet: Manufactured nanomaterials in the workplace
English – 8 pages

Case studies

OiRA promotion in France
English – 4 pages

Interactive Risk Assessment tool (IRAT) in Ireland: BeSMART
English – 5 pages

Estonia: Limiting exposure to dangerous substances in the cleaning sector
English – 5 pages

Finland: Controlling worker exposure to chemicals during adhesive manufacturing
English – 5 pages

Slovenia: Minimising formaldehyde exposure through substitution of resins
English – 5 pages

Sweden: Controlling chemicals in the cleaning sector – less is more
English – 4 pages

Replacing hazardous resin with 3D printing to make moulds
English – 9 pages

Aiming for zero harm through training and communication
English – 5 pages

Managing the risks posed by hazardous chemicals in a pharmaceutical company
English – 5 pages

Controlling exposure to dangerous chemicals when treating surgical instruments
English – 5 pages

Making chemical safety an integral part of 5S in manufacturing
English – 7 pages

Training OSH experts in using EU legislation on chemicals in practice
English – 6 pages
Ensuring safety at a pesticide manufacturing plant through effective maintenance

Preventing exposure to diesel engine emissions and other exhaust gases during car inspection

Educating young people about working safely with chemicals

Implementing a chemical and hazardous waste management system in higher education and research

Campaigning to raise awareness of workplace exposure to carcinogens - “No Time to Lose” campaign

Working safely with hazardous chemicals in a pharmaceutical company

Information flyers and leaflets

REACH 2018 - Call to action!

Anticipating change: foresight projects

Advice for employers on return to work for workers with cancer
Discussion papers

Managing performance-enhancing drugs in the workplace: an OSH perspective

English – 14 pages

The future of the (e-)retail sector from an occupational safety and health point of view

English – 7 pages

Handling fumigated containers in ports — health risks and prevention practices

Bulgarian, Czech, German, Greek, English, Spanish, Croatian, Lithuanian, Swedish – 10 pages

Alert and sentinel systems: RNV3P, France

English – 9 pages

Alert and sentinel systems: SENSOR-Pesticides Program, USA

English – 10 pages

Alert and sentinel systems: SIGNAAL, Netherlands/Belgium

English – 8 pages

Alert and sentinel systems: SUVA, Switzerland

English – 8 pages

Alert and sentinel systems: THOR, United Kingdom

English – 13 pages

Corporate publications

Programming Document 2018-2020

German, English, French – 86 pages

Annual Report 2017 - Summary

Bulgarian, Czech, Danish, German, Greek, English, Spanish, Estonian, Finnish, French, Croatian, Hungarian, Icelandic, Italian, Lithuanian, Latvian, Maltese, Dutch, Norwegian, Polish, Portuguese, Romanian, Slovak, Slovenian, Swedish – 8 pages

Annual Report 2017

English – 71 pages

Annual Activity Report 2017

German, English, French – 130 pages
Annex 9

Human and financial resources by activity

In this annex, information is provided on the actual consumption of human and financial resources by activity (Activity Based Costing – ABC) as compared with the planned resources (Activity Based Budgeting – ABB). The activity structure is defined in the annual management plan. The data is based on the Agency’s financial monitoring systems and the time register where staff register the time spent against the activities.

Whenever a deviation from the planned operational resources is more than 30 percent and more than EUR 80,000 (equivalent to 1 percent of Title 3); and when the deviation is higher than 30 percent of the original staff time and amounts to more than one full time equivalent (FTE) – an explanation is provided.

The calculation of the Activity Based Costing 2018 is based on total commitments at 31/12/2018 and 1 FTE = 185 days.

For 2018, the only activity which requires an explanation further to the criteria defined above is "Large-scale foresight", for which there is a deviation amounting to 35 percent as compared to the initial budget. The underspend compared to the original budget planned is due to lower costs than anticipated for dissemination events. This is because no services needed to be contracted for the organisation of the workshops and because no participants’ costs were covered by EU-OSHA since the events were national level workshops co-organised with the focal points.
<table>
<thead>
<tr>
<th>Activity</th>
<th>ABB2018</th>
<th>ABC2018</th>
<th>ABB 2018</th>
<th>ABC 2018</th>
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</thead>
<tbody>
<tr>
<td>1.2. Large-scale foresight</td>
<td>260,500</td>
<td>170,125</td>
<td>2.7</td>
<td>2.7</td>
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<tr>
<td>2.1. European Survey of Enterprises on New &amp; Emerging Risks (ESENER)</td>
<td>1,512,600</td>
<td>1,669,711</td>
<td>4.0</td>
<td>3.4</td>
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<td>2.3. OSH overview: Micro and small enterprises</td>
<td>70,500</td>
<td>38,904</td>
<td>2.4</td>
<td>2.2</td>
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<tr>
<td>2.4. OSH overview: Work-related diseases and disabilities</td>
<td>48,400</td>
<td>12,715</td>
<td>2.8</td>
<td>2.4</td>
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<tr>
<td>2.5. OSH overview: Costs and benefits of OSH</td>
<td>27,040</td>
<td>12,253</td>
<td>1.8</td>
<td>1.9</td>
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<tr>
<td>2.7. OSH overview: Musculoskeletal disorders</td>
<td>612,600</td>
<td>657,492</td>
<td>4.0</td>
<td>4.7</td>
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<tr>
<td>3.1. Online interactive Risk Assessment (OiRA) tool</td>
<td>352,500</td>
<td>327,125</td>
<td>5.1</td>
<td>4.5</td>
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<tr>
<td>4.3. Healthy Workplaces Campaign : HWC 2016-2017 “Healthy Workplaces for All Ages”</td>
<td>6,300</td>
<td>1,350</td>
<td>0.5</td>
<td>0.4</td>
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<tr>
<td>4.5. Healthy Workplaces Campaign : HWC 2018-2019 &quot;Dangerous substances&quot;</td>
<td>2,110,000</td>
<td>1,943,821</td>
<td>13.2</td>
<td>12.7</td>
</tr>
<tr>
<td>4.6. Healthy Workplaces Campaign : HWC 2020-2021</td>
<td>150,000</td>
<td>145,141</td>
<td>1.3</td>
<td>1.7</td>
</tr>
<tr>
<td>4.7. Awareness raising actions and communication</td>
<td>1,343,600</td>
<td>1,402,961</td>
<td>10.0</td>
<td>11.3</td>
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<tr>
<td>4.8. Multilingualism</td>
<td>738,150</td>
<td>755,811</td>
<td>2.4</td>
<td>3.1</td>
</tr>
<tr>
<td>5.3. Networking knowledge</td>
<td>222,050</td>
<td>230,994</td>
<td>5.9</td>
<td>4.2</td>
</tr>
<tr>
<td>6.4. Strategic &amp; operational networking</td>
<td>519,450</td>
<td>473,895</td>
<td>8.9</td>
<td>9.7</td>
</tr>
<tr>
<td>Grand Total</td>
<td>7,973,690</td>
<td>7,842,298</td>
<td>65.0</td>
<td>64.8</td>
</tr>
</tbody>
</table>

35 Title 3 corresponds to EU-OSHA’s operational budget
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The European Agency for Safety and Health at Work (EU-OSHA) contributes to making Europe a safer, healthier and more productive place to work. The Agency researches, develops, and distributes reliable, balanced, and impartial safety and health information and organises pan-European awareness raising campaigns. Set up by the European Union in 1994 and based in Bilbao, Spain, the Agency brings together representatives from the European Commission, Member State governments, employers’ and workers’ organisations, as well as leading experts in each of the EU Member States and beyond.

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